

Redmond Commute Trip Reduction Four-Year Plan Update: 2025–2029

Benefits of CTR

1. Describe the local land use and transportation context and objectives.¹

- a. Describe the setting in the jurisdiction as it is today or will be in the near future.*

Redmond is a vibrant city located in the Seattle metropolitan area within King County. The population estimate for 2024 was 80,040 and there are over 99,000 jobs within Redmond. Redmond has a distinct blend of residential, commercial, and major employers primarily in the information and technology sector. Here's a glimpse of its setting:

1. **Technological Hub:** Redmond continues to be a prominent hub for the information and technology industry, anchored by Microsoft's headquarters, Nintendo of America, Amazon Kuiper, Meta, Astronics, and Stryker. This concentration of innovation drives economic growth, attracts talent, and shapes the City's identity as a center of technological advancement.
2. **Urban Development:** The City's land use planning emphasizes sustainable growth and mixed-use developments. Downtown Redmond, for instance, features a mix of residential units, affordable housing, retail spaces, dining options, and entertainment venues. New developments are designed with walkability and connectivity in mind, promoting a more urban lifestyle.
3. **Green Spaces and Recreation:** Despite its urbanization, Redmond values its natural environment. Redmond has 37 developed parks and 10 underdeveloped parks on over 1,358 acres and 39 miles of developed trails. Parks like the Downtown Park, greenbelts, and trails like Redmond Central Connector and the Sammamish River Trail offer residents' and visitors' recreational opportunities and serve as community gathering spaces. Preserving and enhancing these green spaces is a priority for Redmond.
4. **Transportation Infrastructure:** Redmond's transportation infrastructure is expanding and improving to accommodate growth and ease commuting. This includes the opening of the Sound Transit 2 Line light rail with stations at Overlake Village and Redmond Technology located adjacent to Microsoft, where one can ride to South Bellevue and back to Redmond and throughout the region in 2025-2026. The 2 Line will extend to Downtown Redmond, with stations opening in Marymoor and Downtown Redmond in 2025 as well as a connection to Seattle and the Regional system in 2026. There are ongoing improvements in public transit: bus services, vanpooling, carshare, and Community Van.
5. **Cultural and Community Diversity:** Redmond celebrates its cultural diversity through various community events like Derby Days and Redmond Lights, festivals like Ananda Mela and Open Streets, and cultural institutions such as Centro Cultural Mexicano. Redmond has a diverse population that contributes to a rich tapestry of traditions, arts, and culinary experiences.

¹ Sources: The plan shall highlight the existing and future land use and transportation conditions and characteristics considered most critical by the jurisdiction and evaluate the degree to which existing local services, policies, regulations, and programs, as well as any documented future investments, will complement the trip reduction efforts of CTR employers. (WAC 468-63-040(2)(a))

The state intends for local jurisdictions to use information in existing plans and programs, such as the local comprehensive plan, unified development codes, the transportation improvement program, economic development plans, and others, as much as possible in order to develop the local CTR plan. (WAC 468-63-040(2))

6. **Education and Innovation:** Redmond's commitment to education is evident with top-rated schools in the Lake Washington School District, DigiPen Institute of Technology college, and educational resources like the Redmond branch of the King County Library System. Redmond supports innovation through partnerships between local schools and technology companies, fostering a pipeline of talent and ideas.
7. **Quality of Life:** Residents enjoy a high quality of life with access to amenities such as shopping centers, healthcare facilities, and recreational opportunities. The City of Redmond's commitment to sustainability, safety, and community engagement enhances overall well-being.

Looking forward, Redmond aims to balance growth with environmental stewardship, maintain its technological leadership, and cultivate a welcoming community that embraces diversity and innovation. These elements define Redmond's setting today and will continue to shape its future as a dynamic and desirable place to live, work, and play.

b. Describe features of land use and transportation facilities and services that affect commuters.

Commuters in Redmond are influenced by several key features of land use and transportation facilities and services. These aspects play a crucial role in shaping the daily commuting experience:

1. **Transportation Networks:** Redmond's transportation infrastructure includes major highways, State Route 520, and State Route 202, which connect Redmond to neighboring communities such as Bellevue, Kirkland, Woodinville, Sammamish, and Seattle. These highways serve as primary routes for commuters traveling by car, impacting traffic flow and congestion levels during peak hours.
2. **Public Transit:** King County Metro and Sound Transit operate bus routes throughout Redmond, providing essential connections to employment centers, residential areas, and regional transit hubs. Commuters rely on these bus services for commuting to work, school, and other destinations within and outside Redmond.
3. **Light Rail Access:** The Redmond Technology Center Station, part of Sound Transit's light rail system, offers commuters a convenient rail option for traveling to downtown Bellevue and to Seattle and other locations in the region in 2025-2026. This service provides an alternative to driving, reducing congestion and offering a reliable commute option for residents and workers.
4. **Bicycle and Pedestrian Infrastructure:** Redmond features a network of bike lanes, multi-use trails like the Sammamish River Trail, and pedestrian pathways. These facilities support active transportation modes, allowing commuters to bike or walk to work, school, or nearby amenities, promoting health and reducing reliance on motor vehicles. While the bike network is incomplete, Redmond is focused on filling network gaps with more separated facilities that attract bicyclists of all ages and abilities.
5. **Employment Centers:** Redmond is home to major employment centers: Overlake, Willows Road, and SE Redmond, notably at Overlake is Microsoft's headquarters and other technology companies. The concentration of jobs in these areas influences commuter patterns and transportation demand, particularly during peak commuting hours.
6. **Mixed-Use Developments:** Redmond's land use planning includes mixed-use developments that integrate residential, commercial, and recreational spaces. This approach encourages live-work-play environments, reducing the need for long commutes and supporting a more sustainable lifestyle.
7. **Traffic Management:** Redmond employs various traffic management strategies to improve commuter experiences, including signal synchronization, HOV lanes, and dynamic messaging signs. These measures help alleviate congestion and enhance traffic flow on major roadways during peak periods.

Overall, the features of Redmond's land use and transportation facilities and services impact commuters by providing diverse transportation options, managing traffic flow, supporting active transportation modes, and facilitating access to major employment centers. These factors collectively contribute to shaping the commuting experience and influencing residents' travel choices within and beyond Redmond.

c. Describe whether and how commuting patterns have changed in the past few years.

From 2019 to 2024, commuting patterns in Redmond have undergone significant shifts influenced by various factors including economic trends, technological advancements, and changes in work behaviors. Here's an overview of how commuting patterns have evolved during this period:

1. Impact of COVID-19 Pandemic (2020-2021):

- The COVID-19 pandemic had a profound and immediate impact on commuting patterns worldwide, including in Redmond. During the initial phases of the pandemic in 2020 and into 2021, many businesses implemented remote work policies to comply with public health guidelines. This led to a drastic reduction in commuter traffic as many employees worked from home. Redmond's aggregate 2019 Commute Trip Reduction (CTR) survey telework mode share was 5.11% and the 2022 telework mode share increased to 41.45%.
- Telecommuting became more widespread and normalized, with many companies, including major employers like Microsoft, transitioning to remote work arrangements. This shift significantly reduced the number of daily commuters traveling into Redmond and throughout the Puget Sound region.

2. Return to Hybrid Work Models:

- As vaccination rates increased and public health restrictions eased in 2021 and beyond, there was a gradual return to in-person work, albeit often in hybrid models where employees split their time between remote work and office attendance.
- Hybrid work models have influenced commuting patterns by potentially reducing the frequency of daily commutes while still necessitating some travel to physical workplaces.

3. Shifts in Transportation Modes:

- During the pandemic and as remote work continues to influence work patterns, there has been a notable increase in alternative transportation modes such as cycling, walking, and using electric scooters. Many individuals have taken advantage of quieter roads and improved infrastructure to adopt healthier and environmentally friendly commuting options.
- Public transit ridership initially declined during the pandemic but has shown signs of recovery as restrictions eased and commuters returned to workplaces.

4. Infrastructure and Policy Changes:

- Infrastructure improvements, including new bike lanes, pedestrian pathways, and enhancements to transit services, have supported the shift towards alternative transportation modes. These improvements aim to accommodate changing commuting behaviors and promote sustainable travel options.
- Policy changes and initiatives to support telecommuting, flexible work arrangements, and encouraging carpooling/vanpooling have also played roles in shaping commuting patterns during this period.

5. Challenges and Future Considerations:

- Despite the positive shifts towards more sustainable commuting behaviors, challenges such as ongoing traffic congestion during midday hours increased nearly 10% from Spring 2021 to fall 2023. Whereas these trips are not commute related, they are likely a result of people working remotely.
- Equity in access to transportation options, and the need for continued investment in infrastructure remain as challenges.

- Future considerations include how ongoing trends in remote work and technological advancements will continue to influence commuting patterns, as well as the role of policy and infrastructure in shaping a resilient and sustainable transportation system in Redmond and the broader region.

d. List the most important land use and transportation objectives from your city or county's plans that commute trip reduction most directly affects.

In Redmond, CTR directly impacts several key land use and transportation objectives outlined in Redmond's plans. These objectives are critical to improving transportation efficiency, reducing congestion, enhancing mobility, and promoting sustainable development. Here are the most important objectives:

- 1. Reduce Traffic Congestion:**
 - CTR aims to decrease the number of single-occupancy vehicles on the roads during peak hours, thereby easing traffic congestion on key corridors and improving overall traffic flow.
- 2. Promote Alternative Transportation Modes:**
 - Encouraging commuters to use alternative transportation modes such as public transit, light rail, carpooling, vanpooling, biking, and walking which helps reduce reliance on single-occupancy vehicles. This objective supports a more balanced and sustainable transportation system.
- 3. Improve Air Quality:**
 - By reducing vehicle emissions through fewer commute trips and promoting cleaner transportation options, CTR contributes to improving air quality in Redmond. This objective aligns with environmental sustainability goals and public health initiatives.
- 4. Enhance Transportation Equity:**
 - Addressing transportation equity involves ensuring that all residents, regardless of income or ability, have access to affordable and efficient transportation options. CTR initiatives can help mitigate transportation barriers and promote inclusive access to mobility resources.
- 5. Support Sustainable Development:**
 - Integrating CTR strategies into land use planning supports sustainable development goals by reducing urban sprawl, promoting mixed-use development near transit hubs, and optimizing land use efficiency.
- 6. Increase Transit Ridership:**
 - Increasing public transit ridership is a key objective that CTR supports. CTR works with employers to promote and incentivize transit use in Redmond, helping to reduce the environmental impact of transportation.
- 7. Improve Transportation System Efficiency:**
 - Improving the efficiency of the transportation system involves reducing congestion, optimizing traffic flow, and maximizing the use of existing infrastructure. CTR contributes to achieving these efficiency goals by managing demand and promoting more efficient travel options.

These objectives underscore the interconnectedness of transportation planning, land use policy, and sustainability initiatives in Redmond. By focusing on CTR strategies, Redmond aims to create a more resilient and livable community while addressing the challenges of urban mobility and environmental stewardship.

e. Describe critical aspects of land use and transportation that should be sustained and key changes that should be considered to improve commute trip reduction's contribution to the land use and transportation objectives you reference.

To effectively enhance CTR and support the key land use and transportation objectives in Redmond, it's crucial to evaluate and sustain critical aspects while considering key changes. Here's a detailed analysis based on the provided sources of information:

Critical Aspects to Sustain:

1. **Mixed-Use Development and Transit-Oriented Development (TOD):**

- **Current Status:** Redmond should continue promoting mixed-use zoning and TOD near transit hubs and major employment centers. This approach reduces commute distances and encourages walking, cycling, and the use of public transit.
- **Sustainability:** Ensure that zoning regulations support mixed-use developments that integrate residential, commercial, and recreational spaces, reducing the need for long commutes, reducing the need for a personal vehicle, and supporting vibrant communities.

2. **Transit Infrastructure and Services:**

- **Current Status:** Evaluate the adequacy of existing transit services provided by King County Metro and Sound Transit. This includes bus routes, frequency, reliability, and coverage to key destinations within and outside Redmond.
- **Sustainability:** Sustain investments in transit infrastructure, including bus rapid transit (BRT) and light rail, to improve connectivity and encourage increased transit ridership. Enhance last-mile connectivity through shuttle services, scooter and ebike-sharing programs, and pedestrian-friendly infrastructure to complement transit options.

3. **Bicycle and Pedestrian Facilities:**

- **Current Status:** Assess the availability and connectivity of bike lanes, multi-use trails, and pedestrian pathways across Redmond. Identify gaps in infrastructure that hinder safe and convenient biking and walking.
- **Sustainability:** Continue expanding and maintaining bike lanes and pedestrian pathways to promote active transportation. Implement complete streets policies to ensure roads accommodate all users and improving safety and accessibility.

4. **Employer Engagement and TDM Strategies:**

- **Current Status:** Review existing programs promoting telecommuting, flexible work hours, walking, scooters and ebikes, carpooling, and vanpooling among CTR employers in Redmond.
- **Sustainability:** Strengthen partnerships with employers to implement and expand TDM strategies. Incentivize alternative commute options through employer subsidies, parking incentives, introduce parking cash-out, paid parking, and support for remote work arrangements.

Key Changes to Consider:

1. **Land Use Planning and Policy Updates:**

- **Consideration:** Update comprehensive plans and zoning regulations to prioritize mixed-use development and TOD near transit corridors and employment centers.
- **Objective:** Ensure new developments support equitable transit-oriented lifestyles, minimize sprawl, and enhance accessibility to transit, reducing dependency on private vehicles. Land use policies from Redmond 2050 that are supportive of CTR: LU-6 Encourage infill development and redevelopment that will maximize equity and walkability, LU-7 Provide opportunities for shops, services, recreation, and access to healthy food sources within walking or bicycling distance of homes, workplaces, and other gathering places, and LU-8 Encourage development projects that support travel by transit and foster accessible and active transportation options.

2. **Technology Integration and Innovation:**

- **Consideration:** Embrace technology solutions and ridesharing platforms such as GoRedmond.com (rideshareonline.com), One Bus Away real-time transit app, and smart mobility initiatives like advocacy from Move Redmond to enhance accessibility and inclusivity.
- **Objective:** Improve transportation efficiency, provide real-time information to commuters, support sustainable travel choices through technological advancements which also enhance accessibility and inclusivity.

3. **Community Engagement and Education:**

- **Consideration:** Engage residents and stakeholders in transportation planning processes, like Redmond 2050. Educate the community on the benefits of CTR and sustainable transportation options.
- **Objective:** Foster a culture of active transportation, increase awareness of transit services, and promote behavior change towards more sustainable commuting habits.

4. **Equity and Accessibility Improvements:**

- **Consideration:** Address transportation equity issues by ensuring affordable and accessible transit options for all residents, including underserved communities.
- **Objective:** Reduce barriers to transportation access, enhance mobility options, and promote social equity through targeted investments and inclusive planning practices.

By sustaining and growing critical aspects such as mixed-use development, robust transit infrastructure, and active transportation facilities, while implementing key changes in land use planning, technology integration, community engagement, and equity improvements, Redmond can effectively enhance CTR efforts. These strategies not only support Redmond's transportation objectives but also contribute to creating a more livable, sustainable, and equitable community for residents and businesses alike.

2. **Describe how the CTR program will help achieve the jurisdiction's land use and transportation objectives.²**

Describe how and to what extent your CTR program will help your city or county achieve the land use and transportation objectives referenced in question 1.

The CTR program in Redmond, plays a crucial role in achieving land use and transportation objectives by promoting sustainable transportation options, reducing traffic congestion, and supporting economic vitality. Here's how the CTR program contributes to these objectives:

1. **Reducing Single-Occupancy Vehicle Trips:** One of the primary goals of the CTR program is to reduce the number of single-occupancy vehicle trips during peak commuting hours. By encouraging employees to carpool, vanpool, use public transit, bike, or walk to work instead of driving alone, the program helps decrease traffic congestion on major roadways leading in and out of Redmond. The aggregate Non-Drive Alone Travel rate (NDAT) for all Redmond CTR employers in 2007/2008 was 30.9% with a target of 37% or higher, the 2021/2022 results were 57.4%, recognizing impacts of COVID created a large increase in telework work and the NDAT.
2. **Promoting Alternative Transportation Modes:** The CTR program incentivizes and supports alternative transportation modes such as biking, walking, and using public transit. This aligns with Redmond's objective to create a multimodal transportation network that reduces dependence on cars, lowers greenhouse gas emissions, and promotes safety.

² Source: The local CTR plan shall describe how the CTR program will help achieve the jurisdiction's broader land use and transportation goals. (WAC 468-63-040(2))

3. **Supporting Sustainable Development:** By reducing vehicle miles traveled (VMT) and promoting alternative transportation options, the CTR program contributes to sustainable development goals in Redmond. It aligns with the City's efforts to implement smart growth principles, enhance urban livability, and minimize the environmental impact of transportation. The CTR Survey aggregate Vehicle Miles Traveled (VMT) target was 8.9 miles or less, 2007/2008 VMT was 10.8 miles and 2021/2022 VMT was 6.7 miles, recognizing impacts of COVID created a large decrease in VMT due to the increase in telework mode.
4. **Enhancing Employee Mobility and Access:** Access to reliable transportation options is essential for economic productivity and workforce mobility. The CTR program ensures that employees have access to information, resources, and incentives to choose sustainable commuting options, thereby improving overall access to jobs and reducing barriers to employment. The GoRedmond.com program offers assistance and options to all that live or work in Redmond.
5. **Collaboration and Engagement:** The CTR program fosters collaboration between employers, employees, and local government to develop and implement effective transportation demand management strategies. This collaborative approach enhances community engagement, builds partnerships, and leverages resources to achieve shared transportation goals. The city partners with Move Redmond (Redmond's Transportation Management Association) to create collaboration events and trainings to encourage engagement and collaboration.
6. **Compliance and Performance Monitoring:** The CTR program includes requirements for employers to develop and implement commuter programs, conduct biennial employee surveys, annual program reports and track progress towards transportation goals. This accountability framework ensures that efforts to reduce commute trips and promote alternative modes are measured and adjusted as needed to achieve desired outcomes.

Overall, the CTR program in Redmond, WA, serves as a pivotal strategy for integrating transportation demand management with land use planning objectives. By encouraging sustainable commuting behaviors and reducing reliance on single-occupancy vehicles, the program supports a more efficient, equitable, and environmentally friendly transportation system that enhances the overall quality of life in Redmond.

3. Describe how the CTR program will help achieve the jurisdiction's environmental objectives.³

- a. *Describe how the CTR program will support jurisdiction greenhouse gas emission reduction efforts.*

The CTR program in Redmond is integral to supporting the City's efforts to reduce greenhouse gas (GHG) emissions by targeting transportation-related emissions. Here's how the CTR program contributes to these emission reduction efforts:

1. **Promotion of Alternative Transportation Modes:** The CTR program encourages employees to use sustainable transportation options such as carpooling, vanpooling, biking, walking, and taking public transit instead of driving alone. By shifting commuters away from single-occupancy vehicles, which are major contributors to GHG emissions, the program helps reduce the overall carbon footprint associated with daily commuting. The Green House Gas (GHG) emissions results from the 2007/2008 CTR survey was 101,509 metric tons CO₂e annually for all CTR affected employees in Redmond or 21.31 pounds per employee roundtrip. The 2021/2022 GHG results was 65,947 total annual metric tons or daily pounds of GHG per employee 12.03 pounds roundtrip.

³ Source: The legislature also finds that increasing automotive transportation is a major factor in increasing consumption of gasoline and, thereby, increasing reliance on imported sources of petroleum. Moderating the growth in automotive travel is essential to stabilizing and reducing dependence on imported petroleum and improving the nation's energy security (...) The intent of this chapter is to require local governments in those counties experiencing the greatest automobile-related air pollution and traffic congestion to develop and implement plans to reduce single-occupant vehicle commute trips. (RCW 70A.15.4000)

2. **Reduction in Vehicle Miles Traveled (VMT):** By incentivizing and facilitating alternative commuting modes, the CTR program aims to decrease the total number of vehicle miles traveled within and around Redmond during peak commuting hours. This reduction directly translates to lower emissions from cars, trucks, and other motor vehicles on the road. The VMT results from the baseline 2007/2008 CTR survey was 10.8 miles with a target of 8.9 miles. The results from the 2021/2022 survey showed that the VMT had reduced by 38.3% or 6.7 miles for all CTR affected employees in Redmond, this in part due to COVID and the large increase in telework.
3. **Improved Fuel Efficiency:** Carpooling and vanpooling initiatives promoted by the CTR program maximize vehicle occupancy, leading to improved fuel efficiency per passenger mile compared to individual car trips. This efficiency helps reduce GHG emissions per commuter by optimizing the use of fossil fuels.
4. **Support for Transit-Oriented Development:** The CTR program aligns with Redmond's urban planning strategies that prioritize equitable transit-oriented development (eTOD). Transit-oriented Developments reduce the need for long-distance commuting and minimize associated emissions.
5. **Monitoring and Reporting:** The CTR program includes monitoring and reporting requirements that track progress in reducing commute related GHG emissions. Employers participating in the program are required to conduct employee surveys, measure mode shifts, and report on emission reductions achieved through their transportation demand management efforts.
6. **Partnerships and Collaboration:** The CTR program fosters partnerships between employers, local government agencies, transit providers, and community stakeholders to implement effective emission reduction strategies. Collaborative efforts ensure a coordinated approach to promoting sustainable commuting behaviors and achieving shared environmental goals.
7. **Educational Outreach:** The program includes educational components that raise awareness about the environmental impact of transportation choices and the benefits of using alternative modes. By providing information and resources to employers and commuters, the CTR program empowers individuals to make informed decisions that contribute to GHG emission reductions.

The CTR program in Redmond serves as a critical tool for reducing greenhouse gas emissions by promoting sustainable commuting behaviors, optimizing vehicle efficiency, supporting transit-oriented development, fostering collaboration, and raising awareness about the environmental benefits of alternative transportation modes. By targeting transportation-related emissions, the program contributes directly to Redmond's broader climate action and sustainability initiatives.

- b. *Describe how the CTR program will support jurisdiction environmental objectives in addition to greenhouse gas emission reductions.*

In addition to supporting greenhouse gas (GHG) emission reduction efforts, the CTR program in Redmond contributes to broader environmental objectives in several keyways:

1. **Air Quality Improvement:** By reducing the number of single-occupancy vehicle trips and promoting alternative transportation modes such as carpooling, vanpooling, biking, walking, and public transit, the CTR program helps improve local air quality. Fewer vehicles on the road during peak commuting hours result in reduced emissions of pollutants such as nitrogen oxides (NOx), volatile organic compounds (VOCs), and particulate matter, which contribute to smog formation and respiratory health issues.
2. **Noise Reduction:** Decreasing traffic congestion and encouraging alternative commuting options through the CTR program can lead to reduced noise pollution in residential and commercial areas. This benefit enhances the quality of life for residents by mitigating the negative impacts of excessive traffic noise on sleep, concentration, and overall well-being.

3. **Conservation of Natural Resources:** The CTR program supports sustainable land use practices and transit-oriented development (TOD), promotes compact, mixed-use developments near transit corridors, the program helps conserve natural resources such as land, water, and energy used for infrastructure expansion.
4. **Water Quality Protection:** Reduced vehicle emissions and minimized impervious surfaces associated with sprawling development contribute to better water quality in streams, rivers, and lakes near Redmond. By supporting compact urban growth and reducing stormwater runoff, the CTR program helps protect aquatic ecosystems and aquatic biodiversity.
5. **Energy Efficiency:** Encouraging carpooling, vanpooling, and the use of public transit through the CTR program reduces overall energy consumption associated with transportation. This includes savings in fuel energy, as well as the energy required for vehicle production, maintenance, and operation. Energy efficiency gains support Redmond's goals of reducing its overall energy footprint and promoting sustainable practices across the community.
6. **Community Health and Well-being:** Beyond environmental benefits, the CTR program enhances community health and well-being by promoting active transportation modes such as walking and biking. Increased physical activity levels among commuters contribute to improved public health outcomes, including reduced rates of obesity, cardiovascular diseases, and mental health issues.
7. **Climate Resilience:** By reducing dependence on single-occupancy vehicles and promoting sustainable transportation options, the CTR program helps enhance Redmond's resilience to climate change impacts. This includes mitigating risks associated with extreme weather events, sea level rise, and other climate-related challenges that affect transportation infrastructure and urban resilience.

The CTR program in Redmond, WA, serves as a multifaceted strategy that supports environmental objectives beyond GHG emission reductions. By fostering sustainable commuting behaviors, promoting compact development, conserving natural resources, improving air and water quality, and enhancing community health, the program contributes to a more resilient and sustainable future for Redmond and its residents.

4. Describe how your CTR program will help achieve regional and state objectives.⁴

- a. *Summarize the local, regional, and state benefits that would be gained if you achieve your CTR targets.*

Achieving the CTR target of a weighted average drive-alone rate of 52.3% or less in Redmond, WA would yield significant benefits at multiple geographical levels:

Redmond:

1. **Reduced Traffic Congestion:** Lowering the drive-alone rate decreases the number of single-occupancy vehicles on the road during peak hours, easing congestion on local streets and major thoroughfares like State Route 520 and Interstate 405.
2. **Improved Air Quality:** With fewer vehicles emitting pollutants, achieving the CTR target contributes to cleaner air in Redmond, enhancing public health by reducing respiratory illnesses and other health impacts associated with poor air quality.

⁴ Sources: In their local CTR plans, local jurisdictions shall communicate what local, regional, and state benefits would be gained if the established targets were achieved. Benefits may include but are not limited to:

Regional transportation planning organizations (RTPOs) and WSDOT shall provide applicable data, if available, to assist this analysis. (WAC 468-63-030(3)(c))

The plan shall also discuss cross-boundary issues, such as passthrough commute patterns or larger regional issues, and how these affect the local CTR plan. (WAC 468-63-040(2)(a))

3. **Enhanced Quality of Life:** Commuters experience reduced stress and shorter commute times, allowing more time for family, recreation, and community engagement. Improved traffic flow enhances overall livability in Redmond.

Redmond 2050 Comprehensive Plan Transportation vision is for all community members that live, work, or play, within a short distance of frequent transit or have convenient access to comfortable and connected pedestrian and bicycle networks, enabling affordable and sustainable mobility for many trips. The transportation system is resilient, equitable, inclusive, and sustainable. Redmond's focus on accessible and active transportation systems has resulted in an integrated system that allows more people to thrive.

Puget Sound Regional Benefits:

1. **Traffic Relief:** Reducing the drive-alone rate in Redmond contributes to regional traffic relief by improving the efficiency and reliability of travel on major highways and transit corridors throughout the Puget Sound region.
2. **Environmental Impact:** Lowering vehicle emissions supports regional environmental goals, helping to mitigate climate change effects and reduce the region's carbon footprint. Improved air quality benefits residents across the Puget Sound area.
3. **Transportation Efficiency:** A more balanced transportation system with increased transit ridership and fewer single-occupancy vehicles enhances the overall efficiency of the regional transportation network. This supports economic productivity by reducing travel times and transportation costs.

CTR supports the Regional Transportation Plan TDM priorities with direct engagement with CTR affected employers and providing them with education, incentives, products, and programs that make non-drive alone trips much easier and convenient.

Washington State Benefits:

1. **Economic Productivity:** Enhanced transportation efficiency and reduced congestion support economic productivity statewide by improving access to employment centers, reducing business operating costs, and fostering economic growth.
2. **Healthcare Savings:** Better air quality resulting from reduced vehicle emissions can lead to healthcare cost savings by reducing the incidence of respiratory diseases and related health issues. This supports public health initiatives and improves community well-being.
3. **Environmental Stewardship:** Achieving the CTR target aligns with Washington state's environmental stewardship goals, contributing to sustainable growth and preserving natural resources for future generations.

Achieving the CTR target in Redmond, WA, not only benefits the local community by reducing congestion and improving air quality but also extends positive impacts regionally across the Puget Sound area and statewide in Washington. These benefits include enhanced transportation efficiency, economic productivity, public health improvements, and environmental sustainability, fostering a healthier and more sustainable future for all residents and stakeholders.

b. List adjacent CTR-affected cities and counties.

Redmond adjacent CTR-affected cities and counties: Bellevue, Kirkland, Woodinville, Snohomish County, and Pierce County.

c. Describe the top few cross-border and regional transportation issues that affect your jurisdiction.

Redmond faces several cross-border and regional transportation issues that impact its residents, commuters, and overall transportation infrastructure. Here are some of the top issues:

1. **Traffic Congestion:** Redmond experiences significant traffic congestion, especially during peak commuting hours. This congestion affects not only local roads but also regional highways and interstates, such as Interstate 405 and State Route 520, which are critical for commuting within the Puget Sound region.
2. **Transit Connectivity:** While Redmond is served by local and regional transit systems, such as King County Metro and Sound Transit, there are challenges related to transit connectivity along Willows Road where 7 CTR affected employers are located and the Southeast Redmond and Marymoor areas have 6 CTR employers. Ensuring seamless connections between different transit modes and improving last-mile connectivity to employment centers and residential areas are ongoing issues.
3. **Infrastructure Maintenance and Expansion:** Aging infrastructure and the need for expansion to accommodate population growth and economic development pose significant challenges. This includes maintaining existing roads and bridges, as well as expanding transit capacity and improving bicycle and pedestrian infrastructure.
4. **Transportation Equity:** Access to transportation options and affordability are critical issues, particularly for low-income residents and underserved communities. Ensuring equitable access to public transit, affordable housing near transit hubs, and addressing transportation barriers faced by vulnerable populations are important considerations.
5. **Environmental Impact:** Transportation contributes to air and noise pollution, as well as greenhouse gas emissions. Reducing the environmental impact of transportation, promoting sustainable transportation modes (such as biking, walking, and electric vehicles, bike, and scooters), and integrating environmental considerations into transportation planning are key challenges.
6. **Cross-Border Traffic with Bellevue and Seattle:** Redmond's proximity to Bellevue and Seattle creates interdependencies in traffic flow and transportation infrastructure. Coordinating transportation planning and investments across municipal boundaries to improve regional connectivity and mitigate traffic congestion is essential.

Addressing these cross-border and regional transportation issues requires collaborative efforts among local governments, transit agencies, businesses, and community stakeholders. Strategic planning, investment in sustainable transportation solutions, and enhancing transportation equity are critical to improving mobility and quality of life for residents in Redmond and the broader Puget Sound region.

d. Describe the strategies you, adjacent cities and counties, and your region have agreed to use to address the top issues described in the previous bullet.

Achieving CTR targets in Redmond would yield significant benefits at the local, Puget Sound regional, and Washington state levels:

1. Local Level:

- **Reduced Traffic Congestion:** Decreasing the number of single-occupancy vehicles commuting into Redmond can alleviate local traffic congestion on major roads and highways like State Route 520, 202, and Interstate 405. This improves traffic flow, reduces travel times, and enhances overall road safety.
- **Improved Air Quality:** With fewer vehicles on the road emitting pollutants, achieving CTR targets can lead to cleaner air in Redmond. This contributes to better public health outcomes by reducing

respiratory illnesses and other health impacts associated with poor air quality. The City of Redmond set a goal of reducing communitywide GHG emissions to net-zero by 2050.

- **Enhanced Quality of Life:** Commuters experience less stress and frustration due to reduced commute times and smoother traffic flow. This allows residents to spend more time with family, engage in community activities, and enjoy recreational opportunities within Redmond.
- **Cross Jurisdictional Collaboration:** Redmond, Bellevue, and Kirkland are all focused on creating multimodal transportation systems that give people more travel options while reducing VMT, GHG, improving safety, and addressing equity. Projects that Redmond is leading include Bel-Red buffered bike lanes, the final phase of the Redmond Central Connector, and separated bikeways on 152nd Ave, 156th Ave NE, and NE 40th St. A significant amount of travel that occurs in Redmond is regional in nature. Trips that are made through Redmond have their origin, destination, or both, outside city limits. Working with partners in the region, the city can significantly influence regional travel and the impacts of local travel within Redmond and between Redmond and neighboring communities.

2. Puget Sound Region:

- **Regional Traffic Relief:** CTR in Redmond contributes to easing congestion on key regional corridors such as Interstate 405 and State Routes 520 and 202. This benefits commuters across the Puget Sound region by improving mobility and reliability of travel. The Puget Sound Regional Council (PSRC) VISION 2050 Multicounty Planning Policies PSRC MPP-CC-12 Prioritize transportation investments that support achievement of regional greenhouse gas emissions reduction goals, such as by reducing vehicle miles traveled. The MPP policies support regional traffic relief and lowering VMT and GHG.
- **Environmental Impact:** Lowering vehicle miles traveled and reducing emissions supports regional environmental goals. Improved air quality from reduced pollutants helps mitigate climate change impacts and enhances the overall environmental health of the Puget Sound area.
- **Economic Productivity:** Efficient transportation systems resulting from reduced congestion can boost productivity and economic competitiveness across the region. Businesses benefit from improved access to employees and customers, reducing operational costs associated with transportation delays.

3. State of Washington:

- **Healthcare Savings:** Better air quality resulting from reduced vehicle emissions can lead to healthcare cost savings by reducing the incidence of respiratory diseases and related health issues. This supports public health initiatives and improves overall community well-being.
- **Transportation Efficiency:** Achieving CTR targets aligns with Washington state's goals for sustainable transportation and urban planning. It promotes efficient use of transportation infrastructure and resources, supporting long-term economic growth and development.
- **Environmental Stewardship:** By reducing greenhouse gas emissions and promoting sustainable transportation choices, Washington state can meet environmental stewardship commitments and contribute to global efforts to combat climate change. The State has set emissions limits that by 2050, reduce emissions to 50% below 1990 levels.

In summary, achieving CTR targets in Redmond, WA, offers benefits that extend beyond the local community to the broader Puget Sound region and the state of Washington. These benefits include improved traffic flow, enhanced air quality, increased economic productivity, and greater environmental sustainability, ultimately fostering a healthier and more livable region for residents and businesses alike.

Performance targets

5. List your jurisdiction's CTR performance target(s).⁵

- a. List performance targets that reflect only CTR-affected worksites.*

Redmond's 2025-2029 CTR performance target is the weighted average drive alone rate (DAR) of 15.5 percent below, or less, of the Redmond's census performance in 2019 for CTR-affected worksites at the jurisdictional level which is 52.3% DAR. The 52.3% performance target was chosen for 2025-2029 because Redmond achieved 62.6% DAR for 2019/2020 and 42.6 % DAR for 2021/2022. With the opening of two additional light rails stations in 2025 in downtown Redmond and Marymoor, then in 2026 across Lake Washington. With these upcoming changes we believe the 52.3% DAR is achievable. (2021/2022 DAR is most likely lower because of the effects of COVID increasing the telework mode and will reveal a more accurate representation in the 2023/2024 cycle as employers returned to more in office days.)

- b. List any additional performance targets.*

None

6. List the base value you'll use for each performance target.⁶

- a. For each performance target, provide the number you'll use as the baseline (or starting number). You'll measure the difference between this number and your results to report performance.*

Redmond will establish a base value during the 2023-2025 survey cycle and measure progress using the 2025-2027 survey results.

7. Describe the method you used to determine the base value for each target.

- a. Provide the source for each base value listed.*

Redmond will establish a base value during the 2023-2025 survey cycle and measure progress using the 2025-2027 survey results.

8. Describe how you'll measure progress toward each target.

- a. List the method you'll use to measure progress for each target.*

Redmond will use the WSDOT CTR Survey as the method to measure progress for each target.

⁵ Source: The plan shall establish the jurisdiction's CTR goals and targets. (WAC 468-63-040(2)(b))

⁶ Source: The plan's measurement methodology shall be consistent with the measurement guidelines established by WSDOT and posted on the agency's website. (WAC 468-63-040(2)(c))

9. List your jurisdiction's CTR-affected worksites.⁷

a. List all your CTR-affected sites.

Aerojet

Amazon:

- Astra
- Athena
- Gemini
- Odyssey
- Silverstone

CBRE

City of Redmond

Compass Group/Eurest Dining Services

Denali Advanced Integration

DigiPen

HCL

Honeywell

Lake Washington School District

LTI Mindtree

Meta:

- Redmond Campus
- Quadrant Willows Building D
- Willows Commerce Park Building C
- Willows Creek and Willows Creek Park Building G
- Willow Creek Building 5

Microsoft:

- Bear Creek A
- Central East Redmond Campus
- NE Redmond Campus
- North Redmond Campus
- Northwest
- Redmond Town Center
- Red West Campus
- SE Redmond Campus
- South Redmond Campus
- SW Redmond Campus
- West Redmond Campus

Nintendo

NVIDIA

Parker Staffing Services

Puget Sound Energy

Pushpay

Seagull Scientific Software

Stryker

Terex

United Parcel Service

Zetron

10. List a performance target for each CTR-affected worksite.⁸

- a. *For any performance targets tied to the CTR survey, indicate that you'll establish performance targets during the 2023-2025 survey cycle.*

Redmond will establish a base value during the 2023-2025 survey cycle and measure progress using the 2025-2027 survey results.

11. List the base value you'll use for each site.

- a. *For any performance targets tied to the CTR survey, indicate that you'll establish a base value during the 2023-2025 survey cycle.*

Redmond will establish a base value during the 2023-2025 survey cycle and measure progress using the 2025-2027 survey results.

Services and strategies

12. Describe the services and strategies your jurisdiction will use to achieve CTR targets.⁹

Redmond employs several services and strategies to achieve CTR targets, aiming to reduce single-occupancy vehicle trips and promote sustainable transportation options. Here are some key approaches:

1. **Transportation Demand Management (TDM) Programs:** Redmond implements TDM programs to encourage alternatives to driving alone, such as carpooling, vanpooling, using public transit, walking, and biking. These programs often include incentives like subsidies for transit passes, preferential parking for carpools, vanpools, and bicycles, transportation events at CTR affected employers to engage staff and provide information about what their alternatives are.
2. **Employer Engagement:** Redmond collaborates with local employers to develop and promote commute options for their employees. This involves providing resources for setting up telecommuting policies, organizing commute pools, and offering flexible work schedules to reduce peak-hour travel. Redmond will be doing more proactive outreach to employers, for example providing resources and information to employers and employees so they are ready for light rail on day one of the new stations opening.
3. **Public Transit Enhancements:** Redmond has partnerships with Sound Transit and King County Metro to encourage ridership. For example, Redmond conducted outreach for the Transportation Master Plan at Derby Days and 2 Line Opening Day. Redmond is also coordinating with Sound Transit for first-last mile enhancements to the Downtown Redmond stations for bike/scooter parking, and with King County Metro as part of the East Link Connections project which will enable Metro buses to access the new light rail stations easily. Redmond has also applied for funding to start a microtransit vehicles program to connect light rail and bus riders with employment centers. Enhancements like this make it easier residents and employees in Redmond to choose public transit over driving. In addition, Redmond's Community Van program allows for flexible transit options for those looking to reserve a vehicle in advance and travel anywhere within two hours of Redmond. Redmond is

⁷ Source: The plan shall also identify the major employer worksites, including affected state agency locations, within the jurisdiction's affected urban growth area and any major employment installations. (WAC 468-63-040(2)(e))

⁸ Source: The plan shall describe the base year values and numerical targets for each major employer worksite required to participate in the CTR program. (WAC 468-63-040(2)(b))

⁹ Source: The plan shall describe what local services and strategies will be implemented to achieve the plan's goals and targets, and how these services and strategies will support the CTR programs of major employers. Strategies may include, but are not limited to: (i) Modifications of local policies and regulations, including the transportation concurrency system, street design standards, parking, and zoning; (ii) Investments in services and facilities, including transit services, nonmotorized facilities and amenities; and (RCW 70.94.527(5))(iii) Marketing and incentives. Transit agencies shall work with counties, cities, and towns as a part of their six-year transit development plan established in RCW 35.58.2795 to take into account the location of major employer worksites when planning and prioritizing transit service changes or the expansion of public transportation services, including rideshare services. (WAC 468-63-040(2)(d))

currently updating its Transportation Master Plan, which will present a “future transportation network” and other strategies for making transit more accessible to people who work and live in Redmond.

4. **Bicycle and Pedestrian Infrastructure:** Redmond invests in infrastructure such as bike lanes, sidewalks, and bike parking facilities to encourage walking and cycling as viable commuting options. This supports the creation of a safe and connected network for non-motorized transportation. In addition, Redmond’s Shared Micromobility Program provides a viable first-last mile solution using scooters and ebikes. Redmond’s Shared Micromobility Program serves an average of approximately 900 riders per month and the median distance per trip is approximately 0.9 miles, showing that this program is a successful first-last mile solution for Redmond.
5. **Education and Outreach Campaigns:** Redmond conducts educational campaigns like School Pool to raise awareness about the benefits of alternative transportation modes and how to access them. This includes providing information on route planning, cost savings, and environmental benefits.
6. **Parking Management:** By managing parking resources effectively, Redmond incentivizes alternative transportation. Strategies may include pricing adjustments, preferential parking for carpool vehicles, and creating parking-free zones in central areas.
7. **Technology and Innovation:** Redmond is exploring technological solutions such as installing an Adaptive Signal Control System, a Multimodal Detection and Analytics System, and an Automated Traffic Signal Performance Measures System in the Downtown and Overlake neighborhoods.
8. **Policy and Regulatory Support:** Redmond adopts policies and regulations that support CTR goals, such as zoning ordinances that prioritize transit-oriented development and require Mobility Management Plans (MMPs) for new developments. A MMP is required for a nonresidential development when it generates demand for more than 25 mobility units during PM trips, to achieve concurrency, or based on the amount of parking provided by the development. MMPs have the following required program activities:
 - a. Administration: a MMP that is designed to achieve Redmond’s program performance level,
 - b. Occupant Survey,
 - c. Transportation Coordinator,
 - d. Promotion: Transportation Day for occupants to increase awareness of available programs and commuting alternatives, and annual distribution of transportation information resources to occupants,
 - e. Preferential Parking for bicycles, carpools, and vanpools,
 - f. Transportation Information Center,
 - g. MMP information distributed to new occupants,
 - h. Joining and maintaining membership in a Transportation Management Association,
 - i. Incentives: At least one financial incentive equivalent to 25% of a monthly peak transit pass
9. **Monitoring and Evaluation:** Continuous monitoring of commuting patterns, network connectivity for Downtown and Overlake Village, network competition for drivers, bicyclists, pedestrians, transit users, and traffic congestion, conducting CTR surveys, CTR program reports, and evaluating program effectiveness allows Redmond to adjust strategies and ensure progress toward CTR targets.

By implementing these services and strategies, Redmond aims to reduce traffic congestion, improve air quality, and enhance the overall quality of life for its residents by providing sustainable transportation options.

13. Describe how jurisdiction services and strategies will support CTR-affected employers.¹⁰

The City of Redmond employs various services and strategies to support CTR-affected employers, aiming to reduce: SOV trips, congestion, GHG, vehicle miles traveled, and promote sustainable transportation options. How these efforts are typically structured:

1. CTR Program Administration:

- **Coordination and Guidance:** Redmond typically oversees a CTR program that involves coordinating with affected employers to implement and comply with CTR regulations set forth by WSDOT and the City of Redmond.
- **Technical Assistance:** Redmond provides technical assistance and resources to help employers develop and implement effective transportation demand management (TDM) plans tailored to their specific needs.

2. Employee Transportation Coordinator (ETC) Support:

- **Training and Resources:** Redmond offers training sessions, workshops, and online resources for ETCs designated by employers. These sessions educate ETCs on strategies to promote alternative transportation modes and reduce single-occupancy vehicle trips.
- **Networking Opportunities:** Redmond facilitates networking opportunities for ETCs to share best practices, strategies, and success stories, fostering a collaborative approach to CTR implementation.

3. Transportation Options and Incentives:

- **Promotion of Alternative Transportation Modes:** Redmond encourages employers to provide incentives and amenities that promote biking, walking, carpooling, vanpooling, telecommuting, compressed work weeks and the use of public transit among employees.
- **Subsidies and Discounts:** Redmond may facilitate subsidies or discounts for transit passes, bike-sharing programs, or other alternative transportation options to make them more accessible and attractive to employees.

4. Infrastructure and Facilities:

- **Facilitation of Infrastructure Improvements:** Redmond supports employers in developing infrastructure improvements such as bike racks, showers, changing facilities, and secure bike storage to encourage cycling and walking.
- **Transit Access:** Redmond collaborates with employers and transit agencies to improve transit access, potentially including shuttle services to transit hubs or first/last-mile solutions for employees.

5. Compliance Monitoring and Reporting:

- **Monitoring and Evaluation:** Redmond monitors compliance with CTR regulations and evaluates the effectiveness of implemented strategies through data collection and analysis.
- **Reporting Requirements:** Redmond assists employers in meeting reporting requirements to demonstrate progress in reducing vehicle trips and achieving CTR goals.

6. Recognition and Awards:

- **Recognition Programs:** Redmond may establish recognition programs or awards to acknowledge employers that demonstrate exceptional commitment and success in reducing commute trips and promoting sustainable transportation practices.

Overall, Redmond's services and strategies aim to empower employers to effectively implement CTR programs, reduce SOV trips and enhance the overall quality of life for residents, visitors, and employees by promoting sustainable transportation choices. Through these efforts, Redmond strives to create a more

¹⁰ Source: The plan shall describe ...how these services and strategies will support the CTR programs of major employers. (WAC 468-63-040(2)(d))

efficient and environmentally friendly transportation system while supporting economic growth and community well-being.

14. Describe barriers your jurisdiction must address to achieve CTR targets.¹¹

a. Describe how you'll address these barriers.

To achieve CTR (CTR) targets in Redmond, several barriers need to be addressed:

1. **Infrastructure Limitations:** Insufficient transportation infrastructure such as bike lanes, sidewalks, and public transit routes can discourage alternative commuting options. Improving these facilities could encourage more people to use non-car modes of transportation.
2. **Lack of Last-Mile Connectivity:** Even if public transit options exist, inadequate last-mile connectivity (the distance between the transit stop and the final destination) can deter commuters from using public transport. Enhancing options like bike-sharing programs or improving pedestrian access can help bridge this gap.
3. **Limited Telecommuting Policies:** Lack of supportive policies or culture around telecommuting can force employees to commute even when their work could be done remotely. Encouraging flexible work arrangements can reduce the number of single occupant vehicle trips. Employee comments from the 2022 CTR survey regarding telecommuting stated lack of supportive policies, no policies for telecommuting, and a culture that does not support it.
4. **Parking Availability and Costs:** High parking costs or insufficient parking facilities near transit hubs can discourage commuters from using public transportation for regional commute trips. Addressing these issues can make alternative commuting more attractive.
5. **Cultural and Behavioral Factors:** Some commuters may be accustomed to driving alone and may not be aware of or motivated to change their habits. Education campaigns and incentives can help shift attitudes towards alternative transportation options.
6. **Employer Engagement:** Employers play a significant role in commute choices through incentives, policies, and facilities. Lack of employer support for alternative commuting methods can hinder progress towards CTR goals.
7. **Geographic Spread:** Redmond's geographic layout may make it challenging for some residents to access public transportation options or alternative commute methods effectively. Targeted solutions tailored to different neighborhoods may be necessary.
8. **Affordability:** The cost of alternative transportation modes compared to driving alone might be a barrier for some commuters. Subsidies or discounts on public transit fares, ebike/escooter-share memberships, or carpooling incentives could help mitigate this barrier.
9. **Timing and Scheduling:** Inflexible work schedules or irregular transit schedules may make it difficult for commuters to plan alternative commute options effectively. Adjusting transit schedules or advocating for flexible work hours can address this barrier.
10. **Public Awareness and Education:** Many residents may not be aware of the benefits of alternative transportation modes or how to access them. Public campaigns and educational programs can inform and encourage residents to consider alternative commuting options.

Addressing these barriers requires a comprehensive approach involving collaboration between local government, employers, residents, and transportation agencies to implement effective policies, infrastructure improvements, and incentives that support sustainable commuting choices.

¹¹ Source: The plan shall evaluate the existing barriers to the success of the CTR program and identify how the jurisdiction and its partners can overcome these barriers. (WAC 468-63-040(2)(a))

15. Describe the transportation demand management technologies your jurisdiction plans to use to deliver CTR services and strategies.

Redmond ETCs, employees, and residents use GoRedmond.com (Rideshareonline.com) platform to form carpools and vanpools, to track their use, and to promote and incentivize non-drive alone modes. Also, Redmond is installing an Adaptive Signal Control System, a Multimodal Detection and Analytics System, and an Automated Traffic Signal Performance Measures System in the Downtown and Overlake neighborhoods.

16. Transcribe or link to your local CTR ordinance.¹²

[RMC 5.65](#)

¹² Source: The plan shall describe the requirements for major employers that will be outlined in the local ordinance. (WAC 468-63-040(2)(e))

17. Describe your financial plan.¹³

a. *Describe the estimated average annual costs of your plan.*

Activity	Estimated Average Annual Cost
Employer engagement*	\$86,750
CTR plan 4-year plan	\$86,750
Performance reporting**	\$69,400
Administration ***	\$104,100
Total	\$347,000

* Includes identifying worksites and ETCs, conducting training, providing technical assistance, and reviewing employer CTR plans.

** Includes worksite surveys and program reports.

*** Includes financial and program management; CTR for Redmond employees; involvement in comprehensive, regional transportation, and transit planning; transportation demand management technical assistance.

b. *Describe likely funding sources, public and private, to implement your plan.*

Source of Revenue	Estimated Average Annual Revenue
Redmond	\$197,000
WSDOT	\$150,000
Total	\$347,000

18. Describe your implementation structure.¹⁴

a. *Describe who will conduct the activities listed in your plan.*

City of Redmond, potentially with support from Move Redmond, will conduct the activities listed in the plan.

b. *Indicate who will monitor progress on your plan. List job title, department, and name.*

Kim Keeling is the CTR Program Administrator for the City of Redmond. She is in the Planning Department and will monitor the overall CTR plan.

¹³ Source: The plan shall describe the funding revenues from public and private sources that are reasonably expected to be available, as well as the expected costs, to implement the plan and achieve its goals and targets. (WAC 468-63-040(2)(g))

¹⁴ Source: The plan shall describe how the various strategies identified in the CTR plan will be implemented, either by the local jurisdiction, its partners, or its contracting partners... (WAC 468-63-040(2)(h))

19. List your implementation schedule.¹⁵

a. Provide the timeline for anticipated projects.

1st Biennium, July 2025 – June 2027

Employer engagement

- Identify worksites and ETCs.
- Engage and educate ETCs.
- Support distribution of information about transportation options to commuters.
- Enable incentives, subsidies, and disincentives.

CTR plan

- Implementation and compliance of the WSDOT approved CTR workplan.

Performance reporting

- Worksite surveys.
- Program reports.
- Worksite needs assessments.

Administration

- Financial management.
- Program management.
- Policymaker engagement
- Community of practice

2nd Biennium, July 2027 – June 2029

Employer engagement

- Identify worksites and ETCs.
- Engage and educate ETCs.
- Support distribution of information about transportation options to commuters.
- Enable incentives, subsidies, and disincentives.

CTR plan

- Comply with WSDOT CTR Plan guidance.
- Develop workplan and timeline.
- Public and stakeholder engagement.
- Identify and review resources.
- Develop plan content and draft plan.
- Integrate with regional 4-year plan.
- Obtain approvals from governing authorities of the CTR law and ordinance.

Performance reporting

- Worksite surveys.
- Program reports.
- Worksite needs assessments.

Administration

- Financial management.
- Program management.
- Policymaker engagement
- Community of practice

¹⁵ Source: The plan shall describe ...when the elements of the plan are expected to be implemented. (WAC 468-63-040(2)(h))

20. Describe the CTR plan for jurisdiction employees.¹⁶

- a. Describe the services, programs, information, and other actions your city or county put in place to help its employees reduce their drive alone commute trips.*

LaNaya Myers is the ETC for Redmond in its role as a CTR-affected worksite.

LaNaya administers the CTR program elements required of the employees including:

- Designation of the transportation coordinator and the display of name, email, phone, and location of the coordinator in a prominent manner at each affected worksite and on the intranet.
- Distribution information for drive alone alternatives to all employees.
- Reviewing employee commuting behavior and reporting of progress toward meeting the single-occupant vehicle reduction goals of Redmond consistent with the method established in the CTR plan and the rules established by Washington State Department of Transportation under RCW 70A.15.4040 and Redmond Municipal Code 5.65.
- Program administration, management, and implementation of the following elements to achieve Redmond's CTR goals:
 - ORCA contract and program for all employees.
 - Advertise local and statewide promotions, challenges and or campaigns to all City of Redmond employees.
 - Serves as the Employee Transportation Services program administrator for City of Redmond employees.
 - Go Redmond program.
 - Provides events and informational sessions for employees on program benefits and services.
 - CTR survey and reports to city council, mayor, and directors' team.
 - CTR annual report.
 - Membership and participation in Move Redmond (TMA).

21. Describe how the CTR plan for jurisdiction employees contributes to the success of the overall plan.¹⁷

- a. Describe how the plan for jurisdiction employees reinforces the success of the jurisdiction plan?*

The City of Redmond's CTR plan (as a CTR affected employer) shows the Redmond's commitment and dedication and are like those included in all CTR affected work site plans. These plans create a community of CTR focused employers. Redmond used as an example for other affected employers to show the city's commitment to CTR. ETC engagement in trainings, conferences, informal meetings, and regional CTR forums provides opportunities for building relationships with other ETCs and creating a space for support and creative ideas and solutions. The CTR opportunities, commitment, and engagement create a more supportive and successful program for all affected employees and sites in the City of Redmond and beyond the city boundaries.

¹⁶ Source: The plan shall also describe the program that the local jurisdiction will offer to its employees. (WAC 468-63-040(2)(e))

¹⁷ Source: The plan shall also describe the program that the local jurisdiction will offer to its employees and how this contributes to the success of the overall plan. (WAC 468-63-040(2)(e))

Alignment with plans

22. List the transit agencies that provide service in your jurisdiction.

King County Metro and Sound Transit.

23. List the transit plans you reviewed while developing this plan.

- King County Metro Strategic Plan 2021-2031 [attachment a \(kingcounty.gov\)](#)
- King County Metro Transit Development Plan 2023-2028 [KC Metro Transit Development Plan 2023-2028 \(kingcounty.gov\)](#)
- Sound Transit Development Plan 2023-2028 [Sound Transit Development Plan 2023-2028 and 2022 Annual Report](#)

24. Describe how this CTR plan supports the transit plans.

Employer Engagement and Promotion: Increases visibility and use of transit by creating awareness of the ORCA program and employer subsidies or fully subsidized cost of ORCA cards.

Transportation Infrastructure: Redmond's transportation infrastructure is expanding and improving to accommodate growth and ease commuting. This includes the opening of the Sound Transit 2 Line light rail with stations at Overlake Village and Redmond Technology located adjacent to Microsoft, where one can ride to South Bellevue and back to Redmond and throughout the region in 2025-2026. There are ongoing improvements in public transit: completion of the Redmond light rail extension in 2025 with new stations opening at Marymoor Village and downtown Redmond, bus services, vanpooling, carshare, Community Van, and Micromobility services available for first/last mile needs. East Link Connections is providing some additional service. Redmond conducted a micromobility pilot which has transitioned into permanent program to expand and increase micromobility options.

25. Describe any comprehensive plan updates that are needed and when they will be made.¹⁸

Redmond Transportation Master Plan: Redmond will be updating their Transportation Master Plan in 2025 to reflect changes to transportation as the city has grown. This will include changes to better support Transportation Demand Management programs and the City's CTR program. The changes make the CTR plan more engrained in the City's Transportation Master Plan and provide greater support for enforcement of the plan.

¹⁸ Source: The local jurisdiction shall review the local comprehensive plan to ensure that it is consistent with the local CTR plan. If the local jurisdiction determines that the local comprehensive plan needs to be updated or amended to be consistent with the local CTR plan, the local jurisdiction shall identify in the local CTR plan what changes may be needed and when the changes will be made. (WAC 468-63-040(1)(c))

Engagement

26. Describe stakeholder engagement.¹⁹

a. Who did you talk to?

We reached out to all ETCs in Redmond and had individual conversations with the ETCs from Amazon Kuiper, Denali Advanced Integration, Lake Washington School District, Microvision, and United Parcel Service (UPS). We also sent a questionnaire out to all ETC's to send to their employees and received 27 responses from employees regarding their commute benefits and decisions. We felt as though this level of response gave us information and feedback from a variety of companies and business types, as well as employee schedule types.

b. When did you talk to them?

Outreach spanned from late April to early late June 2024.

c. What did they have to say?

Companies shared that commute benefits were somewhat used by employees. Some felt that the benefits were well communicated to employees, while others felt that it was less likely that employees were aware of the benefits. The biggest barrier to use that ETC's noted were lack of beneficial transit routes/times, employees living far away due to housing costs, and lack of safe walking and biking infrastructure. 66% of employees who responded to our questionnaire were aware of the commute benefits that were offered at their workplace, but only 4% of employees utilized these benefits. The biggest reasons for lack of use of benefits reported were carpooling being non feasible due to home location vs coworkers, carpooling being non feasible due to work hours, and transit routes not running near their home. Employees shared that they would be more likely to not drive alone to work if transit ran closer to their home, more direct, or more frequently, as well as increased bike infrastructure. Some benefits employees would like to see offered from their workplace include assistance with transportation from nearby transit centers, financial rewards for alternative transportation methods, assistance with facilitating carpool trips, and better bike infrastructure at work (secure storage, showers, locker rooms).

d. How did what they said influence the plan?

We have put more emphasis in this plan on non-drive alone options that are available for employees with non-standard schedules than previously. Our attempt is to ensure that all employees, regardless of their schedule have options to choose other than to drive alone. Previous plans incentivized non-driving alone without providing further options, and the feedback we got is that many people would choose a non-drive alone option if they had it, but they don't. This plan emphasizes our efforts to work with local transit agencies, update and increase pedestrian and bike infrastructure, and create alternative transportation options to support those whose needs are not currently being met.

¹⁹ Sources: The plan shall be developed in consultation with local transit agencies, the applicable regional transportation planning organization, major employers, and other interested parties. (RCW 70A.15.4020(4))

The local jurisdiction shall invite, as appropriate, representatives of major employers, local transit agencies, the applicable RTP, business associations and economic development organizations, nonprofit transportation and land use advocacy organizations, pedestrian and bicycle advocacy organizations, public health agencies, tribal governments, and residents, employees and businesses that will be affected by the CTR plan to participate in the development of the local CTR plan.

The state intends for the invited partners to work collaboratively with the local jurisdiction by providing data and plans and discussing opportunities, including new and reprioritized investments and policy changes, to reduce drive-alone commute trips in the jurisdiction and increase transportation access to affected major employer worksites. (WAC 468-63-040(1)(b)(i))

The plan shall include documentation from the local jurisdiction that verifies consultation with employers, transit agencies and others to develop the plan. (WAC 468-63-040(2)(f))

27. Describe vulnerable populations considered.

We purposefully sought out a variety of business types to ensure that we were getting information from employees with a variety of backgrounds. This included talking to businesses with employees who work non-standard hours, such as night shift or longer shifts to make sure that employees who do not fit the 9-5 standard commute options.

Redmond 2050 conducted outreach work with the Community Based Organizations (CBO's) and discussed the following topics around transportation:

- Equity in Transportation – especially the expanded policies related to equity.
- Light Rail accessibility study.
- Community Van – information was shared with the CBO's and how to participate.

28. Describe engagement focused on vulnerable populations.

a. Who did you talk to?

We spoke with ETC's representing Amazon Kuiper, Denali Advanced Integration, Lake Washington School District, Microvision, and United Parcel Service (UPS).

b. When did you talk to them?

We spoke with them in May 2024, and again in August 2024.

c. What did they have to say?

They shared that commute benefits surrounding public transportation typically are not used by their employees due to the hours that they work and the lack of transit running at those hours. The ETC from UPS also shared that non-standard hours often lead to commutes occurring in the dark during the winter months, so employees do not feel safe biking or walking to work and rely on private vehicles for safety in those months.

d. How did what they said influence the plan?

The city has decided to refresh the GoRedmond program to better meet the needs of a variety of employees as the program was built based on a traditional 9-5, 5 days in week work schedule. Our goal is to create a program that better supports employees with a variety of schedules, therefore incentivizing all employees to reduce their drive alone trips. The city will also continue to seek solutions for employees with non-traditional schedules to increase their safe non-drive alone options.

29. List employers' suggestions to make CTR more effective.²⁰

- Better education materials for employees so that they can know their benefits easier without having to dig deep into work resources.
- Clearer communication regarding updates or information from the City of Redmond.
- Increased push from Redmond for more transportation options such as transit frequency and route coverage.

²⁰ Source: The state intends for the plan to be a mechanism through which employers can describe what policy changes, services and support they need to make their CTR programs more effective. (WAC 468-63-040(2)(a))

30. Describe results of engagement focused on vulnerable populations that will be provided for use in comprehensive plan and transit plan updates.

We are finding ways to encourage employees with non-standard schedules to utilize other forms of transportation.

The City of Redmond assures that no person shall, on the grounds of race, color, national origin, or gender, as provided by Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. For more information about Title VI, please visit redmond.gov/TitleVI.

无歧视声明可在本市的网址 redmond.gov/TitleVI 上查阅 | El aviso contra la discriminación está disponible en redmond.gov/TitleVI.