



Memorandum

Date: 11/12/2025
Meeting of: City Council Study Session

File No. SS 25-059
Type: Study Session

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

Executive	Lisa Maher	425-556-2427
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DEPARTMENT STAFF:

Executive	Jenny Lybeck	Sustainability Manager
Executive	Micah Bonkowski	Sustainability Program Administrator

TITLE:
2025 Environmental Sustainability Action Plan - Draft Document Review

OVERVIEW STATEMENT:

In March 2025, the City of Redmond began the update to the 2020 Environmental Sustainability Action Plan (ESAP) with the goal of prioritizing actions for the next five years and aligning with Redmond 2050. Throughout the summer months, staff conducted outreach to better understand community barriers and priorities as it relates to sustainability and climate action. Similarly, a detailed analysis was completed to quantify pathways to the City's climate goals. This work has culminated into an updated 2025 ESAP, which identifies the key actions the city will implement over the next five years to keep Redmond on track towards our goals.

During the Nov. 12 Study Session, staff will review the full draft document, share how community feedback has shaped the draft strategies and actions since the Sept. 23 Study Session, review the data and assumptions that underpin the Plan, and gather final Council input and direction.

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

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

N/A

- **Council Request:**

N/A

- **Other Key Facts:**

- The 2020 ESAP commits Redmond to refresh the plan every five years. This allows the City to evaluate new strategies and reprioritize efforts based on key performance indicator progress, technological advances, available resources, and community needs.
- The City is working with the consulting firm Kim Lundgren Associates (KLA) to complete the update.
- Key objectives for the Plan update include:
 - Align with Redmond 2050 and the Climate Resilience and Sustainability Element.
 - Co-create a prioritized, actionable workplan in partnership with community.
 - Establish a 5-year plan to keep Redmond on a path towards 2030 and 2050 sustainability goals.
 - Strengthen partnerships with stakeholders across the community to accelerate progress.
 - Improve transparency and community understanding of the ESAP in implementation and inspire action.
- The 2025 Refresh builds on years of climate action, including Redmond 2050 code changes and the opening of light rail.
- A crosswalk between the 2025 proposed actions and the 2020 ESAP actions was completed for the Sept. 23 Study Session and a summary of the 168+ actions in the 2020 Plan include:
 - 78 actions were removed because they are complete or ongoing
 - 7 actions were removed because they are no longer relevant
 - 55 actions were migrated to 2025 plan
 - 28 actions were identified as 2030+ actions
- The 2025 Plan is structured through the lens of efforts that reduce greenhouse gas emissions and enhance community and natural systems resilience.
 - The 2025 ESAP focuses on efforts to achieve carbon neutrality for the *Redmond community* by 2050. Community greenhouse gas emissions have declined 14% since 2018. State policies and the 2025 ESAP actions keep Redmond on a path to achieve community 2030 and 2050 GHG reduction targets. Achieving the 2030 community GHG reduction target is dependent on Puget Sound Energy meeting the [Washington Clean Energy Transportation Act](https://www.utc.wa.gov/regulated-industries/utilities/energy/conservation-and-renewable-) <https://www.utc.wa.gov/regulated-industries/utilities/energy/conservation-and-renewable->, with the assumption that 80% of the electricity they provide will be clean by 2030.
 - Council's [2020 Climate Emergency Declaration](https://www.redmond.gov/DocumentCenter/View/15318/Climate-Emergency-Declaration-) <https://www.redmond.gov/DocumentCenter/View/15318/Climate-Emergency-Declaration-> establishes a target of carbon neutrality for *City operations* by 2030.
 - City operations greenhouse gas emissions have declined 51% since 2018. While the City has made significant progress in reducing emissions from its facilities and fleet, achieving full operational decarbonization by 2030 would require significant investment and the early replacement of functional equipment.
 - The 2025 ESAP continues the City's leadership and commitment to decarbonization, but does so in a way that balances available resources and recognizes that City operations represent less than 0.5% of total community emissions. The Plan prioritizes steady, strategic progress across facilities and fleet while also focusing on actions that catalyze broader community-wide emission reductions.

OUTCOMES:

Outcomes from the Study Session include:

1. Council feedback on the draft 2025 Environmental Sustainability Action Plan
2. Direction on whether to recommend the plan for adoption at the Dec. 2 Council Business Meeting.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
 - June: solicit community feedback on barriers and other sustainability actions via events and community questionnaire.
 - July/August: host focus groups and conduct more targeted outreach around possible priority actions.
 - September/October: solicit feedback on draft plan framework and priorities
 - October/November: solicit feedback on draft 2025 plan
 - Ongoing: raise awareness about climate and sustainability work and opportunities to get involved
- **Outreach Methods and Results:**
 - Community office hours: April 15, May 20, June 26, July 24, Aug. 21, Sept. 18, Oct. 1, Oct. 2, Oct. 23
 - Environmental Sustainability Advisory Committee meetings: April 28, May 22, July 16, Sept. 25, Oct. 29
 - Sustainability Hosted Community Workshops/Events: Flatstick Climate Trivia Night (June 24), ESAP Refresh Community Workshop (July 16), Picnic (Aug. 23)
 - Community Events: Beat the Bunny (April 12), CHIME Music Festival (June 14), Sounders Watch Party (June 23), Derby Days (July 12), Rockin on the River (July 30, Aug. 13 and 20), Big Truck Day (Aug. 15) Thrift and Threads Festival hosted by United Hub (Aug. 24)
 - Informational Presentations: OneRedmond (April 24), Planning Commission (Aug. 27) Human Services Commission (Sept. 8), Senior Advisory Committee (Sept. 18), Youth Partnership Advisory Committee (Sept. 18), Parks and Trails Commission (Oct. 2), Arts and Culture Commission (Oct. 9)
 - Non-profit partnerships: Indian American Community Services, United Hub, Centro Cultural Mexicano, Sustainability Ambassadors
 - Digital and print outreach via social media, FOCUS, and email newsletters
- **Feedback Summary:**

Reoccurring themes heard across events and stakeholders include:

 - Desire for climate education and resource promotion through accessible (non-social media or email) channels
 - Desire for community programming for climate action
 - Affordability is a barrier, especially for energy efficiency home upgrades
 - Concern about grid capacity and power outages increasing through electrification efforts
 - Desire to make public transit more connected and thus accessible within Redmond

A full summary of engagement efforts and feedback heard can be found on the City's [LetsConnect](https://www.letsconnectredmond.com/27078/widgets/102838/documents/72577) <<https://www.letsconnectredmond.com/27078/widgets/102838/documents/72577>> page.

BUDGET IMPACT:

Total Cost:

2025/2026 budget: \$175,000

Approved in current biennial budget:

☒ **Yes**

☐ **No**

☐ **N/A**

Budget Offer Number:

2025/2026 Environmental Sustainability

Budget Priority:

Healthy and Sustainable

Other budget impacts or additional costs: ☐ Yes ☐ No ☒ N/A

If yes, explain:

N/A

Funding source(s):

Grant funds

General Fund

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
1/28/2025	Committee of the Whole - Parks and Environmental Sustainability	Provide Direction
3/4/2025	Business Meeting	Approve
4/22/2025	Committee of the Whole - Parks and Environmental Sustainability	Provide Direction
5/27/2025	Study Session	Receive Information
9/23/2025	Study Session	Provide Direction

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
12/2/2025	Business Meeting	Approve

Time Constraints:

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

ANTICIPATED RESULT IF NOT APPROVED:

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

ATTACHMENTS:

Attachment A: Draft 2025 Environmental Sustainability Action Plan

Attachment B: Issues Matrix

Attachment C: Draft Presentation