November 12, 2025, Issues Matrix

Issue		Discussion Notes	Issue Status
1	PSE CETA Goals and Contingency Plans	**Council Discussion** Council Vice President Forsythe asked if there is a contingency plan if PSE does not deliver on the 80% renewables by 2030 (as per CETA) benchmark. Councilmember Nuevacamina reiterated the question of how PSE missing their renewables targets would affect our goals, and how this is important. **Staff Comments** The 2025 ESAP reinforces Redmond's priorities to advocate for our community's clean energy needs and work in partnership with PSE. The ESAP specifically prioritize actions where Redmond has control, including encouraging and incentivizing grid flexible technologies to further support local action. In parallel to the ESAP, the City is conducting a grid capacity study in partnership with the City of Bellevue to further explore this topic and better understand local opportunities to support this transition. These challenges are being felt across the county and are not unique to Redmond. The 2025 ESAP seeks to highlight Redmond's commitment to being a proactive partner to the utility as they work to decarbonize and meet CETA requirements.	Opened 11/12/25

2	Climate Emergency Declaration Carbon Neutrality Timeline	**<u>Council Discussion</u>** Council President Kritzer flagged that the 2025 ESAP does not keep city operations on track towards carbon neutrality by 2030, a target that was established by the 2020 Climate Emergency Declaration. She requested an updated target timeline for meeting carbon neutrality within City operations. **<u>Staff Comments</u>** Staff made the following updates to page 18 of the 2025 ESAP to clarify the city operations target. "~~While the city operations strategies in this plan will make meaningful progress, they will not, on their own, achieve full carbon neutrality by 2030 due to the expense and staff capacity needed to proactively retrofit gas building systems and vehicles to all electric alternatives. This plan reflects a balance between ambition, available resources, and organizational capacity, while committing to lead by example and to pursue every opportunity to accelerate progress.~~ With this updated plan, the City is targeting carbon neutrality from city operations by 2040. The actions include critical steps toward that goal and reflect an approach that balances our ongoing commitment to lead by example with available resources and organizational capacity. Actions to reduce the impact of city operations and lead by example are included within each Big Move under City Operations Actions." The target of carbon neutrality for City operations by 2040 reflects the anticipated time and technological advances needed to electrify the city fleet and to replace or upgrade natural gas systems as facilities are rebuilt or retrofitted. City operations greenhouse gas emissions are driven by three primary sectors: 1. Natural gas consumption in buildings 2. Fossil fuels consumed by the city vehicle fleet 3. Emissions generated from employee commute The 2025 ESAP includes metrics to track progress annually for each of the largest contributing sectors, alongside biennial GHG inventory updates for both community and city operations. This approach provides transparency, allows us to monitor near-term progress, and ensures alignment with our longer-term goal of carbon neutrality.	

3 | ESAP Metrics | Opened 11/12/25

Council Discussion

Council President Kritzer requested an overview of new metrics in the 2025 ESAP, and clarification on wither any 2020 metrics changed or were carried forward.

Staff Comments

Metrics are included in each Big Move to track progress towards the City's climate and sustainability goals. There was a concerted effort to refine the metrics from the 2020 ESAP to ensure the 2025 ESAP metrics are impactful, improve clarity, and increase transparency. Below is a summary of all 2020 ESAP metrics mapped by topic against all 2025 ESAP metrics.

2020 ESAP	2025 ESAP	Notes and Rationale
Transportation		
Per-capita VMT • 30% reduction by 2035 • 50% reduction by 2050	Reduction in vehicle miles traveled (%) • Pending TMP.	The TMP is aligned with 2020 ESAP Transportation GHG reduction goal. We anticipate this target to be a refinement once the TMP is finalized.
Electric vehicle use • 100% light duty by 2050 • 60% medium duty by 2050 • 40% heavy duty by 2050	Electric vehicle ownership rate (%) • 30% by 2030 • 100% by 2050	Refinement, based on 2025 Pathways Analysis, focused on light duty in 2025 ESAP.
Reduce transportation GHG emissions (MTCO2e) • 47% reduction by 2035 • 71% reduction by 2050	Transportation GHG emissions (MTCO2e) • 144,600 by 2030 • 28,200 by 2050	Aligned with 2020 ESAP
	Bicycle network completion (%) • Pending TMP	New 2025 metric
	Non-vehicle mode share (%) • 20% by 2030 • 28% by 2050	New 2025 metric
	Jobs to housing ratio • 2.8 by 2030 • 2.12 by 2050	New 2025 metric
	City fleet emissions (MTCO2e) • Target pending	New 2025 metric

	Commute trip reduction drive alone rate to City Hall Campus (%) • Target pending	New 2025 metric
Energy / Buildings		
Community energy consumption (MMBTU) • 25% reduction by 2030 • 45% reduction by 2050	Per capita electricity consumption (kWh/resident) • Monitor	2020 metric converts natural gas and electricity consumption into a universal unit (MMBTU). Electricity consumption will continue to grow as our population grows and we shift from natural gas to clean electricity. In response to this, the 2025 ESAP splits natural gas and electricity consumption into two separate metrics.
Fossil Fuel Consumption (MMBTU) • 20% reduction by 2030 • 80% reduction by 2050	Per capita natural gas consumption (therms/resident) • 200 by 2030 • 3 by 2050	Metric modified to better capture population growth and highlight a stronger fossil fuel reduction target.
Electricity fuel mix • 100% renewable electricity by 2050	Electricity fuel mix • 100% renewable electricity by 2050	No change from 2020 ESAP
	Heat pump retrofits in existing homes (cumulative) Per capita electricity consumption (kWh/resident)	New metric in 2025 ESAP to track residential decarbonization
Reduce building energy GHG emissions (MTCO2e) • 75% reduction by 2035 • 99% reduction by 2050	Building energy GHG emissions (MTCO2e) • 246,900 by 2030 • 14,000 by 2030	Updated GHG value based on 2025 Pathways Analysis
	Renewable energy produced by City facilities (kWh/year) • 100,000 by 2030 • 600,000 by 2050	New 2025 metric
	Natural gas consumed by City operations (therms/year)	New 2025 metric

	• 95,000 by 2030 • 5,700 by 2050	
	All electric buildings constructed • 50% by 2030 • 100% by 2050	New 2025 metric
	Cumulative avoided embodied carbon from new construction (MTCO2e) • 2,500 by 2030 • 61,000 by 2050	New 2025 metric
Waste		
Waste GHG emissions (MTCO2e) • 50% reduction by 2030 • 42% reduction by 2050	Waste and other sources GHG emissions (MTCO2e) • 8,700 by 2030 • 0 by 2050	Updated GHG value based on 2025 Pathways Analysis
Community waste diversion rate • 70% waste diversion rate by 2030 • Zero waste of resources (80%)	Community waste diversion rate 70% waste diversion rate by 2030 Zero waste of resources (80%)	No change from 2020 ESAP
	Reduction in total residential waste generation (lbs/week/household) • Monitor	New 2025 metric
	Reduction in total business waste generation (lbs/employee/year) • Below 420 by 2030	New 2025 metric
	Municipal diversion (%) NEW	New 2025 metric
Resilience		
Tree canopy cover (%) • 40% by 2049	Tree canopy cover (%) • 40% by 2049	No change from 2020 ESAP
	Residents receiving warning communication (%) • NEW	New 2025 metric

	Fish barriers removed on Class 2 streams • 36 by 2030 • 57 by 2050	City transitioned to reporting on fish barriers and stream length complexity metrics to track ESAP progress in 2023
	Stream length complexity classified as Good or Better (ft) • 65,000 by 2030 • 106,000 by 2050	City transitioned to reporting on fish barriers and stream length complexity metrics to track ESAP progress in 2023
	Number of vulnerable community members served by sustainability programs • NEW	New 2025 metric
BIBI index of streams • 60 by 2060*		City transitioned to reporting on fish barriers and stream length complexity metrics to track ESAP progress in 2023
Surface water quality index (# out of 100) • 80 by 2060		City transitioned to reporting on fish barriers and stream length complexity metrics to track ESAP progress in 2023
Accessible habitat and wetlands (acres) • 2,600 by 2050		City transitioned to reporting on fish barriers and stream length complexity metrics to track ESAP progress in 2023
Potable water consumption (per capita gallons per day) • TBD by Water Reduction Strategy	Potable water consumption (per capita gallons per day) • TBD by Water Reduction Strategy	No change from 2020 ESAP
Sanitary sewer inflow/infiltration (gallons per acre per day) • 1,100 by 2050		Outside of scope of 2025 ESAP
Stormwater retrofits for flow (total acres) • 5,646 by 2050		Outside the scope of 2025 ESAP
Stormwater retrofit for quality (total acres) • 7,463 by 2050		Outside the scope of 2025 ESAP
Community GHG emissions (MTCO2e)	Community GHG emissions (MTCO2e)	No change from 2020 ESAP

• 50% reduction by 2030 • *Carbon neutrality by 2050*	• 50% reduction by 2030 • *Carbon neutrality by 2050*	
Municipal GHG emissions (MTCO2e)* Climate Emergency Declaration • Carbon neutral by 2030	Municipal GHG emissions (MTCO2e) • Carbon neutral by 2040	Updated per Issue Matrix item 2 above.

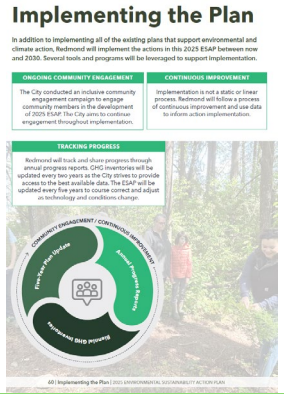
2025 Environmental Sustainability Action Plan Change Log

The following is a log of changes made to the 2025 Environmental Sustainability Action Plan since publication of the public review draft on 10.31.25. This document consists of substantive changes based on community and Council feedback. Non-substantive edits including photo swaps, formatting, and minor copy edits are not included in the table below.

Page	Original	Update	Reasoning	Requestor
2	N/A	Added link to Snoqualmie Tribe's Ancestral Lands Movement webpage and Redmond's Ancestral Land Proclamation	Recommended by Snoqualmie Tribe	Jillian Hendrix, Snoqualmie Tribe
5	N/A	Added letter from Environmental Sustainability Advisory Committee	Space was reserved for letter based on discussion with ESAC.	ESAC
18	While the city operations strategies in this plan will make meaningful progress, they will not, on their own, achieve full carbon neutrality by 2030 due to the expense and staff capacity needed to proactively retrofit gas building systems and vehicles to all electric alternatives. This plan reflects a balance between ambition, available resources, and organizational capacity, while committing to lead by example and to pursue every opportunity to accelerate progress. Actions to reduce the impact of city operations and lead by example are included within each Big Move under City Operations Actions.	With this updated plan, the City is targeting carbon neutrality from city operations by 2040. The actions include critical steps toward that goal and reflect an approach that balances our ongoing commitment to lead by example with available resources and organizational capacity. Actions to reduce the impact of city operations and lead by example are included within each Big Move under City Operations Actions.	Staff recommends updating the text to acknowledge that, while the ESAP does not reach full carbon neutrality by 2030, it outlines meaningful near-term progress and sets a strong foundation to reach our city operations goals by 2040.	Discussed at Nov. 12 Council Study Session
19	N/A	Added icons to the key to support greater accessibility for those with visual impairments.	Original format relied on colors to identify different sectors	Katie Pratt, ESAC Member

Page	Original	Update	Reasoning	Requestor
26	Residential heat pumps installed in 2024.	Residential heat pumps installed in Redmond in 2024.	Clarified heat pump installs are in Redmond only, as there was confusion between regional heat pump program numbers	David Morton, Community Member
30	Partner with PSE and the community to advance grid modernization and resilience opportunities in Redmond, including demand response and solar plus storage.	Partner with PSE and the community to advance grid modernization and resilience opportunities in Redmond, including demand response, *vehicle to grid, solar, and battery storage*.	Received multiple comments to increase emphasis on solar, vehicle to grid, and distributed energy.	Devon Kellog, Community Member Rheya Wren, ESAC Member
36	New action	Advance building code appendices, as they become available, to integrate electric-ready requirements for new residential and commercial construction and reduce future retrofit costs.	2020 plan addressed EV and solar ready requirements. Action would address other future electrification opportunities.	Devon Kellog, Community Member
37	All electric buildings performance metric 2030 target of 25%	Increased target to 50% to address new construction with natural gas systems permitted under old code.	Updated target recognizes that state building code will reduce gas significantly in 2027/2028, but buildings being constructed would have been entitled under an older code that allowed more natural gas systems.	Devon Kellog, Community Member
48	Address error in 2030 and 2050 waste target	Modified 2030 waste target from 60% to 70% and the 2050 target from 70% to 80% diversion.	Typo	Marilyn Subala, ESAC Member

Page	Original	Update	Reasoning	Requestor
52	**SUSTAINABLE LANDSCAPING** supports pollinators, conserves water, and manages stormwater.	**SUSTAINABLE LANDSCAPING** supports pollinators, conserves water, expands native vegetation, and manages stormwater.	Increasing emphasis on importance of native vegetation	Jillian Hendrix, Snoqualmie Tribe
53	Redmond is committed to ongoing restoration and preservation efforts, strengthening both ecological and community resilience while preserving the land and its history.	Redmond is committed to ongoing restoration and preservation efforts *in collaboration with local Tribes*, strengthening both ecological and community resilience while preserving the land and its history.	Increased emphasis on collaboration with local Tribes through implementation.	Jillian Hendrix, Snoqualmie Tribe
54	N/A	Resilience Hubs are community-serving facilities that support residents, coordinate communication, distribute resources, and reduce carbon pollution while enhancing quality of life. - Urban Sustainability Directors Network	Received questions from community about resilience hubs. Definition added to clarify.	Multiple
56	Establish partnerships with nonprofits, schools, universities, and other organizations to reach broader audiences and build capacity across the community for climate initiatives and programming.	Establish partnerships with nonprofits, schools, universities, *Tribes,* and other organizations to reach broader audiences and build capacity across the community for climate initiatives and programming.	Requested by Snoqualmie tribe	Jillian Hendrix, Snoqualmie Tribe
57	Form partnerships and increase tree canopy plantings and habitat restoration on public and private land.	Protect and plant trees and restore habitat to increase tree canopy on public and private lands.	Rephrased to clarify intent of action.	Jillian Hendrix, Snoqualmie Tribe
57	Metric to track deployment of advanced metering infrastructure	Remove	Water usage metric a more comprehensive indicator for water work.	Sustainability Staff

Page	Original	Update	Reasoning	Requestor
58	New metric	Number of vulnerable community members served through climate and sustainability programming.	Added metric to capture ways in which equity is being advanced in implementation.	David Morton, Community Member
58	Restore and enhance urban forests, wetlands, and riparian corridors to improve habitat, carbon storage, and climate resilience.	*Protect*, restore, and enhance urban forests, wetlands, and riparian corridors to improve habitat, carbon storage, and climate resilience.	Language refinement	Jillian Hendrix, Snoqualmie Tribe
60	Implementation page  **Implementing the Plan** In addition to implementing all of the existing plans that support environmental and climate action, Redmond will implement the actions in this 2025 ESAP between now and 2030. Several tools and programs will be leveraged to support implementation. ONGOING COMMUNITY ENGAGEMENT The City conducted an inclusive community engagement campaign to engage community members in the development of 2025 ESAP. The City aims to continue engagement throughout implementation. CONTINUOUS IMPROVEMENT Implementation is not a static or linear process. Redmond will follow a process of continuous improvement and use data to inform action implementation. TRACKING PROGRESS Redmond will track and share progress through annual progress reports. GHG inventories will be updated every two years as the City strives to provide access to the best available data. The ESAP will be updated every five years to course correct and adjust as technology and conditions change. COMMUNITY ENGAGEMENT / CONTINUOUS IMPROVEMENT Five-Year Plan Update Annual Progress Reports Biennial GHG Inventory 60 | Implementing the Plan | 2025 ENVIRONMENTAL SUSTAINABILITY ACTION PLAN	Multiple changes, including restructuring layout, adding language to be more clear on reporting commitments, and timing for future refresh of the ESAP.	Received multiple questions from community members on reporting mechanisms.	David Morton, Devon Kellog

September 23, 2025, Issues Matrix

Issue		Discussion Notes	Issue Status
1	Cost Analysis of Climate Impacts	**Council Discussion** Councilmember Fields asked whether the costs of climate impacts have been quantified. **Staff Comments** Several jurisdictions in our region have estimated the cost of inaction on climate change. • King County's Costs of Climate Change analysis estimates that without action, local impacts such as flooding, wildfire smoke, and extreme heat could cost the region billions of dollars in damages, lost productivity, and health impacts over the coming decades. • The City of Tacoma conducted a similar study through the development of their 2020 Climate Action Plan which linked climate inaction to higher infrastructure repair costs, increased public health burdens, and economic disruptions for residents and businesses. Tacoma's study found that their "community faces $250 million or more in potential economic costs of lost ecosystem services by 2080 due to climate change impacts, including worsening wildfires, reduced food production, lost recreational opportunities, and increased health and energy related expenses. A benefit-cost analysis conducted as part of Tacoma's Climate Adaptation Strategy work further estimates a cost of inaction of $2.9 billion between now and 2080 related to human mortality and illness, as well as damage and loss to natural systems, utilities, commercial and residential buildings, and agriculture." Tacoma Climate Action Plan, pg.14 While methodologies differ, these studies consistently show that the financial and social costs of inaction far exceed the costs of proactive mitigation and adaptation. Investing in resilience now helps avoid future losses, supports community health, and protects Redmond's economy from escalating climate risks.	Opened 9/23/25 Closed 11/12/25

Issue		Discussion Notes	Issue Status
2	Water Supply as a Priority	**Council Discussion** Councilmember Stuart asked how water conservation is addressed in the 2025 ESAP. **Staff Comments** The 2025 ESAP expands the City's focus on water as both a critical resource and a climate resilience priority. The plan introduces four strategic actions around water conservation: 1. The development of a **Water Reduction and Resilience Strategy** (Action 5.9) to inform programmatic priorities as the city works to advance an efficient and climate resilient drinking water system. This work will include, but is not limited to: data analysis to better understand trends in water use, peak use conservation potential, and climate impacts, as informed by the Climate Vulnerability Assessment, to inform policy changes. 2. **Evaluation of policies for land uses with high resource demands** (Action 2.9) or significant impacts on natural systems and utility capacity (ex: bottled water production, data centers, etc.). 3. **Water conservation education and outreach** (Action 5.11) in partnership with Cascade Water Alliance to help residents and businesses use water more efficiently. 4. **Roll out of advanced metering infrastructure (AMI)** (Action 5.10) to improve efficiency and leak detection. AMI will provide real-time data to help manage water use more proactively. These actions position the City to strategically advance water resilience and continue to build on the work underway through Redmond's water utility.	Opened 9/23/25 Closed 11/12/25
3	Construction and Ordinance	**Council Discussion** Council Vice President Forsythe requested an update on the progression of the construction and demolition ordinance. **Staff Comments** The C&D ordinance went into effect in May 2025. Since then, 588 tons of materials have been documented through the data tracking platform, Green Halo. 333 tons of that material was recycled, equating to a 57% diversion rate overall. Per the ordinance, the first phase of the policy will allow the City to collect data and inform future construction and demolition recycling requirements. The second phase of work is identified as Action 4.3 in the 2025 ESAP: "Amend the Construction and Demolition Ordinance to establish a required diversion rate and evaluate a deconstruction requirement."	Opened 9/23/25 Closed 11/12/25

Issue		Discussion Notes	Issue Status
4	EVs and HOAs	**Council Discussion** Council Vice President Forsythe noted that the RCW preventing HOAs from unfairly banning EV infrastructure will sunset in January. What can we as a City do to ensure that HOAs don't hinder EV charging infrastructure and installs? **Staff Comments** These statutes were originally enacted through HB 1793 (2022) as part of Washington's broader clean energy strategy. The goal was to make it easier for homeowners to install EV chargers by preventing HOAs from imposing unreasonable restrictions. HB 1793 included a sunset clause, and both RCW 64.38.062 and RCW 64.90.513 are set to expire on January 1, 2026. To prevent a lapse and modernize HOA governance, the Legislature passed SB 5129 (2025). This bill repeals RCW 64.38.062 and updates RCW 64.90.513 to extend protections beyond 2026 and strengthen them further. It also expands the Washington Uniform Common Interest Ownership Act (WUCIOA) to cover all HOAs and condominiums, including older ones that were previously exempt. In effect, the EV charger provisions that were previously governed by RCW 64.38.062 are now incorporated into RCW 64.90.513 under the WUCIOA framework. This ensures that EV charger protections continue seamlessly beyond the sunset date. Policy advocacy continues to be a priority within the 2025 ESAP. Action 2.7 notes the City will continue to "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."	Opened 9/23/25 Closed 11/12/25

Issue		Discussion Notes	Issue Status
5	What is the reach of extended producer responsibility?	**Council Discussion** Council President Kritzer asked whether extended producer responsibility covers durables and compostables for restaurants? **Staff Comments** The Recycling Reform Act is still in the rulemaking process, and the first phase of implementation will begin in 2026. The Act has dedicated funding for durables programs that will be rolled out in the future by the Producer Responsibility Organization that is selected to implement the Extended Producer Responsibility program. Compostable packaging can still be problematic in local compost systems, but efforts are underway to require compostable packaging to be properly labeled to avoid confusion. Labeling and degradability requirements as well as organics collection requirements are covered under the separate Organics Management Law. There are several model durables programs in Washington, including Seattle's www.reuseseattle.org.	Opened 9/23/25 Closed 11/12/25
6	Ebike Subsidies Program	**Council Discussion** Councilmember Fields requested an update on ebike subsidies and which department would lead that work. **Staff Comments** Staff from Executive's Sustainability Division and Planning's Transportation, Planning, and Engineering Division have partnered with the cities of Bellevue and Issaquah on a joint Puget Sound Energy grant application to launch an e-bike incentive subsidy program. Bellevue is the lead on that grant and PSE is currently reviewing applications with a decision likely in December. If awarded, a regional program will launch, leveraging a similar structure and approach used by the State.	Opened 9/23/25 Closed 11/12/25

Issue		Discussion Notes	Issue Status
7	Net Zero City Operations	**Council Discussion** Councilmember Stuart asked if the actions in the 2025 ESAP keep the City on track towards the Climate Emergency Declaration goal of carbon neutrality for City operations by 2030? **Staff Comments** Council's 2020 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 sourcing renewable electricity for operations and 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. The 2025 ESAP also 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, with the assumption that 80% of the electricity they generate will be clean by 2030. If PSE does not meet this milestone, Redmond will not meet the community 2030 GHG target.	Opened 9/23/25 Closed 11/12/25

8	Salmon recovery actions	**Council Discussion** Council President Kritzer noted she would like to see more actions around the City's salmon recovery efforts. **Staff Comments** Healthy forests, streams, and wetlands are critical for supporting biodiversity, improving water quality, and advancing salmon recovery. With that, natural systems–related actions contribute to salmon recovery, either directly through habitat and water quality improvements or indirectly by reducing pressures on the natural environment. The following table summarize the key natural system-related actions, with new actions added because of Council and community feedback noted in blue. Action 2.9 — Evaluate policies for land uses with high resource demands or significant impacts on natural systems and utility capacity (ex: bottled water production, data centers, etc.). Action 5.8 — Update local floodplain maps to inform future development and potential policies. Action 5.9 — Develop a community water resilience and reduction strategy that guides programs and planning to protect both water quantity and quality. Action 5.10 — Implement Advanced Metering Infrastructure (AMI) for Redmond's water system, to improve data and management practices. Action 5.11 — Continue to partner with Cascade Water Alliance to raise awareness of water conservation techniques and incentive programs. Action 5.12 — Form partnerships and increase tree canopy plantings and habitat restoration on public and private land. Action 5.13 — Create and disseminate outreach materials to educate the community about proper tree care and sustainable landscaping practices, including guidance informed by Traditional Ecological Knowledge strategies. Action 5.14 — Leverage best available climate impacts data to inform sizing of new City stormwater infrastructure projects and advocate regionally for updated standards. Action 5.15 — Update regional facilities plans and basin plans to inform and advance regional stormwater management policies. Action 5.16 — Implement stormwater and surface water system upgrades to reduce runoff and fortify against climate impacts.	Opened 9/23/25 Closed 11/12/25

Issue		Discussion Notes		Issue Status
		Action 5.17	Hire an urban forestry position that unifies and manages tree canopy programs, policies, and community engagement.	
		Action 5.18	Restore and enhance urban forests, wetlands, and riparian corridors to improve habitat, carbon storage, and climate resilience.	
		These actions, together with ongoing restoration and watershed efforts, strengthen Redmond's role in regional salmon recovery efforts.		
9	Reporting Out on Past Success	**Council Discussion** Council President Kritzer asked how we are going to report out on the ongoing and completed actions from the 2020 ESAP? And how are going to talk about 2030+ actions? **Staff Comments** The 2025 ESAP is designed to prioritize and focus efforts on the most impactful actions for the next five years. Based on community feedback, we have narrowed the plan's focus to ensure progress is clear and achievable, while maintaining transparency around ongoing and completed work from the 2020 ESAP. The City will continue to report on ongoing actions and share updates through progress metrics and stories that highlight the great work already underway across the community. Longer-term, 2030+ actions will be included in an appendix to the final 2025 ESAP and revisited during the next plan update to ensure they remain aligned with community priorities, technology advancements, and available resources.		Opened 9/23/25 Closed 11/12/25

10	Changes to draft actions because of Council and community feedback	**Staff Comments** Staff received comments on the draft strategies and actions from Council, community members, tribal partners, and utility partners during the Sept. – Oct. public comment period. Changes made to the actions because of those comments are outlined below. Additions are identified in blue, and edits are noted in red. Actions not listed below were not modified from their original form, although action numbering may have changed from the first draft. **Big Move 1: Existing Buildings** Action 1.4: Partner with PSE and the community to advance grid modernization and resilience opportunities in Redmond, including demand response and solar plus storage. Action 1.5: Develop HOA and multifamily building management guidance for solar and other energy infrastructure ~~on multifamily buildings~~. Action 1.7: Establish policy to guide decarbonization and sustainability in City maintenance and retrofit projects. Action 1.8: Develop a preventative and proactive maintenance, staffing, and funding strategy for critical building systems and infrastructure. Action 1.11: Advance energy efficiency, decarbonization, and water conservation projects in City facilities. **Big Move 2: New Buildings** Action 2.5: Explore additional incentives and/or technical support for middle housing to advance green building techniques. Action 2.6: Identify grid capacity gaps and implement solutions that enable timely upgrades and support communitywide ~~the City's~~ decarbonization, density, and natural systems goals. Action 2.9: Evaluate policies for land uses with high resource demands or significant impacts on natural systems and utility capacity (ex: bottled water production, data centers, etc.). Action2.11: Establish a policy for identifying sustainable best practices for municipal facilities and infrastructure to reduce operational and embodied carbon, waste, and water.	FYI

Action 2.13	Evaluate and advance resilient material standards and practices to ensure City facilities and infrastructure withstand changing climate conditions.

Big Move 3: Transportation

Action 3.4	Provide subsidies and incentives for e-bikes, scooter shares, and other shuttle options to mitigate first/last mile barriers for commuters who utilize public transit.

Big Move 4: Zero Waste

Action 4.1	Launch a public education campaign in partnership with Recology focused on waste reduction and resources for recycling and composting.
Action 4.4	Develop and implement a solid waste strategic plan informed by stakeholder outreach and a waste characterization study.
Action 4.8	Implement a sustainable purchasing and procurement program.

Big Move 5: Resilient Community and Natural Environment

Action 5.1	Create a robust communications network that leverages trusted messengers and diverse tactics to reach a wide audience, including those with limited English proficiency.
Action 5.3	Establish partnerships with nonprofits, schools, universities, and other organizations to reach broader audiences and build capacity across the community for climate initiatives and programming.
Action 5.9	Develop a community water resilience and reduction strategy that guides programs and planning to protect both water quantity and ~~supply~~ quality.
Action 5.11	Continue to partner with Cascade Water Alliance to raise awareness of water conservation techniques and incentive programs.
Action 5.12	Form partnerships and increase tree canopy plantings and habitat restoration on public and private land.

Issue		Discussion Notes		Issue Status
		Action 5.13	Create and disseminate outreach materials to educate the community about proper tree care and sustainable landscaping practices, including guidance informed by Traditional Ecological Knowledge strategies.	
		Action 5.16	Implement stormwater and surface water system upgrades to reduce runoff and fortify against climate impacts.	
		Action 5.18	Restore and enhance urban forests, wetlands, and riparian corridors to improve habitat, carbon storage, and climate resilience.	
		Action 5.19	Provide ongoing training and skill development to support operational decarbonization and electrification.	
		Action 5.20	Evaluate ~~Implement a series of pilot projects to install~~ reflective pavement and cool roofs to reduce urban heat island effect.	