[INSERT CONTRACT TYPE] Agreement
[Non-Public Work]

PROJECT TITLE Climate Resiliency and Sustainability in Vegetation Management Plan	***EXHIBITS*** ***(List all attached exhibits - Scope of Work, Work Schedule, Payment Schedule, Renewal Options, etc.)*** Scope of Work, Schedule, and Payment Schedule attached
CONTRACTOR Herrera Environmental Consultants, Inc.	***CITY OF REDMOND PROJECT ADMINISTRATOR*** ***(Name, address, phone #)*** City of Redmond Dave Tuchek 15670 NE 85th Street Redmond, WA 98052 425-556-2318
CONTRACTOR'S CONTACT INFORMATION ***(Name, address, phone #)*** Rachel Johnson Herrera Environmental Consultants, Inc. 2200 Sixth Avenue, Suite 1100 Seattle, WA 98121 206-787-8225	***BUDGET OR FUNDING SOURCE*** Budget Priority - Healthy and Sustainable 0000009 - Parks, Trails, and Open Space 0000146 - Service Enhancement
CONTRACT COMPLETION DATE February 16, 2024	***MAXIMUM AMOUNT PAYABLE*** $122,718

THIS AGREEMENT is entered into on _____, 20__ between the City of Redmond, Washington, hereinafter called "the CITY", and the above person, firm or organization, hereinafter called "the CONSULTANT".

WHEREAS, the CITY desires to accomplish the above-referenced project; and

WHEREAS, the CITY does not have sufficient staff or expertise to meet the required commitment and therefore deems it advisable and desirable to engage the assistance of a CONSULTANT to provide the necessary services for the project; and

WHEREAS, the CONSULTANT has represented to the CITY that the CONSULTANT is in compliance with the professional registration statutes of the State of Washington, if applicable, and has signified a willingness to furnish consulting services to the CITY, now, therefore,

IN CONSIDERATION OF the terms and conditions set forth below, or attached and incorporated and made a part hereof, the parties agree as follows:

1. Retention of Consultant - Scope of Work. The CITY hereby retains the CONSULTANT to provide professional services as defined in this agreement and as necessary to accomplish the scope of work attached hereto as Exhibit A and incorporated herein by this reference as if set forth in full. The CONSULTANT shall furnish all services, labor and related equipment necessary to conduct and complete the work, except as specifically noted otherwise in this agreement.

2. Completion of Work. The CONSULTANT shall not begin any work under the terms of this agreement until authorized in writing by the CITY. The CONSULTANT shall complete all work required by this agreement according to the schedule attached as Exhibit B and incorporated herein by this reference as if set forth in full. A failure to complete the work according to the attached schedule, except where such failure is due to circumstances beyond the control of the CONSULTANT, shall be deemed a breach of this agreement. The established completion time shall not be extended because of any delays attributable to the CONSULTANT, but may be extended by the CITY, in the event of a delay attributable to the CITY, or because of unavoidable delays caused by circumstances beyond the control of the CONSULTANT. All such extensions shall be in writing and shall be executed by both parties.

3. Payment. The CONSULTANT shall be paid by the CITY for satisfactorily completed work and services satisfactorily rendered under this agreement as provided in Exhibit C, attached hereto and incorporated herein by this reference as if set forth in full. Such payment shall be full compensation for work performed or services rendered and for all labor, materials, supplies, equipment, and incidentals necessary to complete the work specified in the Scope of Work attached. The CONSULTANT shall be entitled to invoice

the CITY no more frequently than once per month during the course of the completion of work and services by the CONSULTANT. Invoices shall detail the work performed or services rendered, the time involved (if compensation is based on an hourly rate) and the amount to be paid. The CITY shall pay all such invoices within 30 days of submittal, unless the CITY gives notice that the invoice is in dispute. In no event shall the total of all invoices paid exceed the maximum amount payable set forth above, if any, and the CONSULTANT agrees to perform all services contemplated by this agreement for no more than said maximum amount.

4. Changes in Work. The CONSULTANT shall make such changes and revisions in the complete work provided by this agreement as may be necessary to correct errors made by the CONSULTANT and appearing therein when required to do so by the CITY. The CONSULTANT shall make such corrective changes and revisions without additional compensation from the CITY. Should the CITY find it desirable for its own purposes to have previously satisfactorily completed work or parts thereof changed or revised, the CONSULTANT shall make such revisions as directed by the CITY. This work shall be considered as Extra Work and will be paid for as provided in Section 5.

5. Extra Work.

A. The CITY may, at any time, by written order, make changes within the general scope of the agreement in the services to be performed. If any such change causes an increase or decrease in the estimated cost of, or the time required for, performance of any part of the work or services under this agreement, whether or not changed by the order, or otherwise affects any other terms or conditions of the agreement, the CITY shall make an equitable adjustment in the (1) maximum amount payable; (2) delivery or completion schedule or both; and (3) other affected terms, and shall modify the agreement accordingly.

B. The CONSULTANT must submit any "proposal for adjustment" under this clause within 30 days from the date of receipt of the written order to make changes. However, if the CITY decides that the facts justify it, the CITY may receive and act upon a proposal submitted before final payment of the agreement.

C. Failure to agree to any adjustment shall be a dispute under the Disputes clause of this agreement, as provided in Section 13. Notwithstanding any such dispute, the CONSULTANT shall proceed with the agreement as changed.

D. Notwithstanding any other provision in this section, the maximum amount payable for this agreement shall not be increased or considered to be increased except by specific written amendment of this agreement.

6. Ownership of Work Product. Any and all documents, drawings, reports, and other work product produced by the CONSULTANT under this agreement shall become the property of the CITY upon payment of the CONSULTANT'S fees and charges therefore. The CITY shall have the complete right to use and re-use such work product in any manner deemed appropriate by the CITY, provided, that use on any project other than that for which the work product is prepared shall be at the CITY'S risk unless such use is agreed to by the CONSULTANT.

7. Independent Contractor. The CONSULTANT is an independent contractor for the performance of services under this agreement. The CITY shall not be liable for, nor obligated to pay to the CONSULTANT, or any employee of the CONSULTANT, sick leave, vacation pay, overtime or any other benefit applicable to employees of the CITY, nor to pay or deduct any social security, income tax, or other tax from the payments made to the CONSULTANT which may arise as an incident of the CONSULTANT performing services for the CITY. The CITY shall not be obligated to pay industrial insurance for the services rendered by the CONSULTANT.

8. Indemnity. The CONSULTANT agrees to hold harmless, indemnify and defend the CITY, its officers, agents, and employees, from and against any and all claims, losses, or liability, for injuries, sickness or death of persons, including employees of the CONSULTANT, or damage to property, arising out of any willful misconduct or negligent act, error, or omission of the CONSULTANT, its officers, agents, subconsultants or employees, in connection with the services required by this agreement, provided, however, that:

A. The CONSULTANT's obligations to indemnify, defend and hold harmless shall not extend to injuries, sickness, death or damage caused by or resulting from the sole willful misconduct or sole negligence of the CITY, its officers, agents or employees; and

B. The CONSULTANT's obligations to indemnify, defend and hold harmless for injuries, sickness, death or damage caused by or resulting from the concurrent negligence or willful misconduct of the CONSULTANT and the CITY, or of the CONSULTANT and a third party other than an officer, agent, subconsultant or employee of the CONSULTANT, shall apply only to the extent of the negligence or willful misconduct of the CONSULTANT.

9. Insurance. The CONSULTANT shall provide the following minimum insurance coverages:

A. Worker's compensation and employer's liability insurance as required by the State of Washington;

B. General public liability and property damage insurance in an amount not less than a combined single limit of two million dollars ($2,000,000) for bodily injury, including death, and property damage per occurrence.

C. Professional liability insurance, if commercially available in CONSULTANT's field of expertise, in the amount of two million dollars ($2,000,000) or more against claims arising out of work provided for in this agreement.

The amounts listed above are the minimum deemed necessary by the CITY to protect the CITY'S interests in this matter. The CITY has made no recommendation to the CONSULTANT as to the insurance necessary to protect the CONSULTANT'S interests and any decision by the CONSULTANT to carry or not carry insurance amounts in excess of the above is solely that of the CONSULTANT.

All insurance shall be obtained from an insurance company authorized to do business in the State of Washington. Excepting the professional liability insurance, the CITY will be named on all insurance as an additional insured. The CONSULTANT shall submit a certificate of insurance to the CITY evidencing the coverages specified above, together with an additional insured endorsement naming the CITY, within fifteen (15) days of the execution of this agreement. The additional insured endorsement shall provide that to the extent of the CONSULTANT's negligence, the CONSULTANT's insurance shall be primary and non-contributing as to the City, and any other insurance maintained by the CITY shall be excess and not contributing insurance with respect to the CONSULTANT's insurance. The certificates of insurance shall cover the work specified in or performed under this agreement. No cancellation, reduction or modification of the foregoing policies shall be effective without thirty (30) days prior written notice to the CITY.

10. Records. The CONSULTANT shall keep all records related to this agreement for a period of three years following completion of the work for which the CONSULTANT is retained. The CONSULTANT shall permit any authorized representative of the CITY, and any person authorized by the CITY for audit purposes, to inspect such records at all reasonable times during regular business hours of the CONSULTANT. Upon request, the CONSULTANT will provide the CITY with reproducible copies of any such records. The copies will be provided without cost if required to substantiate any billing of the CONSULTANT, but the CONSULTANT may charge the CITY for copies requested for any other purpose.

11. Notices. All notices required to be given by either party to the other under this Agreement shall be in writing and shall be given in person or by mail to the addresses set forth in the box for the same appearing at the outset of this Agreement. Notice by mail shall be deemed given as of the date the same is deposited in the United States mail, postage prepaid, addressed as provided in this paragraph.

12. Project Administrator. The Project Administrator shall be responsible for coordinating the work of the CONSULTANT, for providing any necessary information for and direction of the CONSULTANT's work in order to ensure that it meets the requirements of this Agreement, and for reviewing, monitoring and approving the quality and quantity of such work. The CONSULTANT shall report to and take any necessary direction from the Project Administrator.

13. Disputes. Any dispute concerning questions of fact in connection with the work not disposed of by agreement between the CONSULTANT and the CITY shall be referred for resolution to a mutually acceptable mediator. The parties shall each be responsible for one-half of the mediator's fees and costs.

14. Termination. The CITY reserves the right to terminate this agreement at any time upon ten (10) days written notice to the CONSULTANT. Any such notice shall be given to the address specified above. In the event that this agreement is terminated by the City other than for fault on the part of the CONSULTANT, a final payment shall be made to the CONSULTANT for all services performed. No payment shall be made for any work completed after ten (10) days following receipt by the CONSULTANT of the notice to terminate. In the event that services of the CONSULTANT are terminated by the CITY for fault on part of the CONSULTANT, the amount to be paid shall be determined by the CITY with consideration given to the actual cost incurred by the CONSULTANT in performing the work to the date of termination, the amount of work originally required which would satisfactorily complete it to date of termination, whether that work is in a form or type which is usable to the CITY at the time of termination, the cost of the CITY of employing another firm to complete the work required, and the time which may be required to do so.

15. Non-Discrimination. The CONSULTANT agrees not to discriminate against any customer, employee or applicant for employment, subcontractor, supplier or materialman, because of race, creed, color, national origin, sex, religion, honorable discharged veteran or military status, familial status, sexual orientation, age, or the presence of any sensory, mental, or physical disability or the use of a trained dog or service animal by a person with a disability, except for a bona fide occupational qualification. The CONSULTANT understands that if it violates this provision, this Agreement may be terminated by the CITY and that the CONSULTANT may be barred from performing any services for the CITY now or in the future.

16. Compliance and Governing Law. The CONSULTANT shall at all times comply with all applicable federal, state, and local laws, rules, ordinances, and regulations. This Agreement shall be governed by and construed in accordance with the laws of the State of Washington.

17. Subcontracting or Assignment. The CONSULTANT may not assign or subcontract any portion of the services to be provided under this agreement without the express written consent of the CITY. Any sub-consultants approved by the CITY at the outset of this agreement are named on separate Exhibit attached hereto and incorporated herein by this reference as if set forth in full.

18. Non-Waiver. Payment for any part of the work or services by the CITY shall not constitute a waiver by the CITY of any remedies of any type it may have against the CONSULTANT for any breach of the agreement by the CONSULTANT, or for failure of the CONSULTANT to perform work required of it under the agreement by the CITY. Waiver of any right or entitlement under this agreement by the CITY shall not constitute waiver of any other right or entitlement.

19. Litigation. In the event that either party deems it necessary to institute legal action or proceedings to enforce any right or obligation under this agreement, the parties agree that such actions shall be initiated in the Superior Court of the State of Washington, in and for King County. The parties agree that all questions shall be resolved by application of Washington law and that parties to such actions shall have the right of appeal from such decisions of the Superior Court in accordance with the law of the State of Washington. The CONSULTANT hereby consents to the personal jurisdiction of the Superior Court of the State of Washington, in and for King County. The prevailing party in any such litigation shall be entitled to recover its costs, including reasonable attorney's fees, in addition to any other award.

20. Taxes. The CONSULTANT will be solely responsible for the payment of any and all applicable taxes related to the services provided under this agreement and if such taxes are required to be passed through to the CITY by law, the same shall be duly itemized on any billings submitted to the CITY by the CONSULTANT.

21. City Business License. The CONSULTANT has obtained, or agrees to obtain, a business license from the CITY prior to commencing to perform any services under this agreement. The CONSULTANT will maintain the business license in good standing throughout the term of this Agreement.

22. Entire Agreement. This agreement represents the entire integrated agreement between the CITY and the CONSULTANT, superseding all prior negotiations, representations or agreements, written or oral. This agreement may be modified, amended, or added to, only by written instrument properly signed by both parties hereto. These standard terms and conditions set forth above supersede any conflicting terms and conditions on any attached and incorporate exhibit. Where conflicting language exists, the CITY'S terms and conditions shall govern.

IN WITNESS WHEREOF, the parties hereto have executed this agreement as of the day and year first above written.

CONSULTANT:

By: _____
Title: _____

CITY OF REDMOND:

_____
Angela Birney, Mayor
DATED: _____

ATTEST/AUTHENTICATED:

_____
City Clerk, City of Redmond

APPROVED AS TO FORM:

_____
Office of the City Attorney

BID RESPONSE

Responding To:

Bid/Project Number: RFP 10788-23

Bid/Project Title: Climate Resiliency and Sustainability in Vegetation Management

Closing Date: 06/14/2022, 2pm PST

Submitted By:

Name of Company Submitting Response:
Herrera Environmental Consultants, Inc.

Printed Name of Person Submitting Response:
Jill Patterson

Email:
jpatterson@herrerainc.com

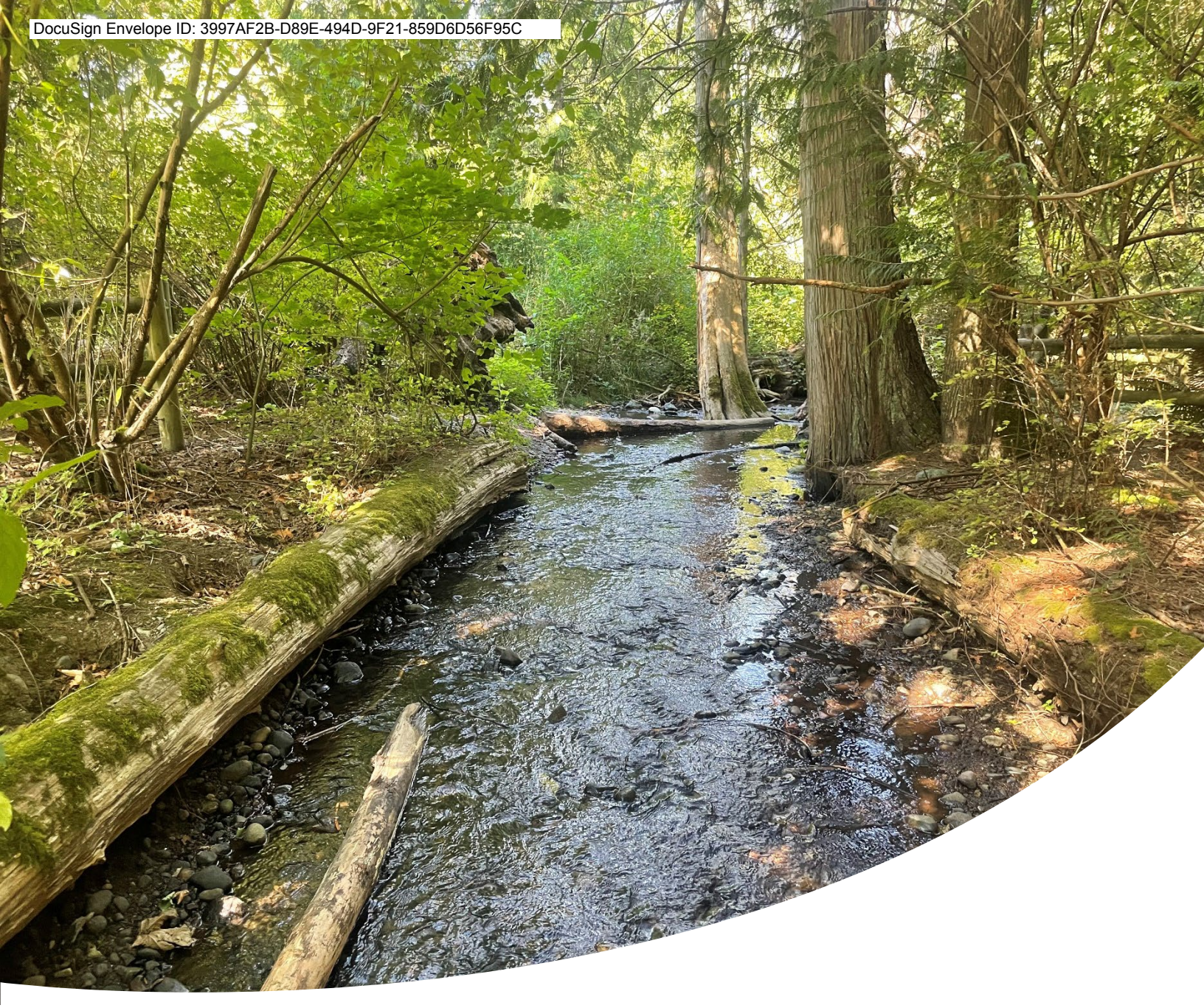
Signature of Person Submitting Response: DocuSigned by: Jill Patterson 2CCA5E23F7FC490...

Date:
6/14/2023

Attach Your Bid/Proposal:

Remember to sign your bid/proposal

Attach all pages of your response here



Qualifications and Proposal for
City of Redmond

Climate Resiliency & Sustainability In Vegetation Management

Prepared by:
Herrera Environmental Consultants, Inc.
2200 Sixth Avenue, Suite 1100
Seattle, Washington 98121
p. 206.441.9080

HERRERA
Science + Planning + Design

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Attachment A: Resumes of Key Team Members

Executive Summary and Overall Approach

Firm Qualifications

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Science + Planning + Design

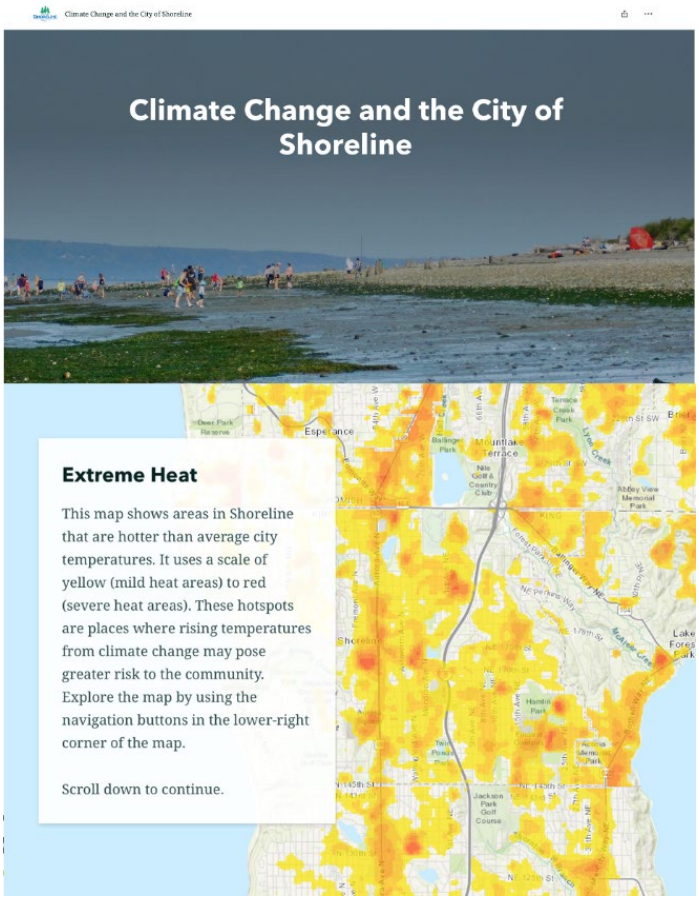
2200 Sixth Avenue, Suite 1100
Seattle, WA 98121
Contact: Rachel Johnson
Phone: 206.787.8225
Email: rjohnson@herrerainc.com

Established in 1980, **Herrera** is an innovative employee-owned consulting firm providing scientific and engineering services to public and private clients throughout the Pacific Northwest. Environmental stewardship and scientific integrity are woven into our firm values and work. Our interdisciplinary staff include more than 130 highly qualified engineers, environmental scientists, arborists, landscape architects, and planners who integrate across disciplines to deliver forward-looking and climate-adaptable projects that protect natural resources. Through regular internal science-design feedback loop meetings, we teach and learn about the newest best management practices and strategies for more successful science and project delivery. Herrera's expert staff team approaches green infrastructure design and management from multiple angles including engineering and landscape architecture design, restoration, management and maintenance, and geospatial analysis. Our expert green infrastructure engineers, GIS analysts, botanists, arborists, and restoration ecologists have deep experience related to natural resource management and planning as well as best practices for adapting green infrastructure to be more climate resilient. Herrera has supported hundreds of projects throughout the Pacific Northwest, including Redmond's Paired Watershed Study, that include analysis of natural areas in both rural and urban settings to help our clients best characterize and protect the natural environment. In addition, we bring decades of experience in green infrastructure and climate resiliency planning for many local agencies, including the Cities of Redmond, Kent, Shoreline, and Tacoma as well as Seattle Public Utilities, King County, WSDOT, and Sound Transit.

Cascadia Consulting Group has been a close partner of Herrera's since 2000. Together, our firms have collaborated on a wide range of climate adaptation and resilience, low impact development, ecosystem restoration, and sustainability outreach projects for cities, counties, and state agencies around Puget Sound. Since its founding in 1993, Cascadia has worked with public, corporate, nonprofit, and tribal clients to advance projects that benefit their communities and the environment. Cascadia complements Herrera's natural resources technical prowess with expertise in strategic planning, analysis, community engagement, and management of projects focused on climate change mitigation and adaptation, energy efficiency and renewable energy, recycling and materials management, and resource conservation.

In recent years, Herrera and Cascadia have successfully completed multiple, high-profile climate adaptation and resiliency projects together. These efforts, described below, include the City of Redmond Environmental Sustainability Action Plan (2020), the City of Shoreline Climate Change Impact and Resiliency Study (2020), the City of Tacoma Climate Adaptation Strategy (2021), and the City of Kent Parks Climate Resiliency and Sustainability Plan (2023). Our project team is ready to support the full range of technical expertise required to effectively design a climate-resilient and sustainable vegetation management plan for the City of Redmond.

StoryMaps (like the one featured at right, from our team's work with the City of Shoreline) are online tools that can be used to visually relay complex scientific analysis in a way that is easy for the public to interact with.
Find it online at: Adaptation & Resilience | City of Shoreline (shorelinewa.gov)



Project Understanding

We are eager to work closely with the City of Redmond to support the creation of a Climate Resiliency and Sustainability Vegetation Management Plan (Plan) that meets the City's and community's long-term needs and vision. As climate impacts continue – including warmer air temperatures, more intense rainfall, greater exposure to wildfire, and longer summer drought conditions – there is an urgency to plan for and be adaptable to these new conditions.

The City has done an impressive job to date of being at the forefront of sustainability and resource protection initiatives, through longstanding commitments and planning efforts to protect the natural environment, reach carbon neutrality, and prepare for climate impacts. We understand the need to now integrate previous efforts related to vegetation and develop a clear roadmap for the future that comprehensively considers the diverse types of vegetation managed across many departments, is consistent with City and community values, and considers the long-term impacts of population and economic growth as well as climate change. We know that vegetation management extends well beyond plants: it touches on stormwater infrastructure, maintenance staffing, utilities, community health and wellbeing, property values, recreation opportunities, habitat quality, and greenhouse gas mitigation.

The Plan will support the City in achieving more climate-resilient and sustainable vegetation resources. This plan will aid the City in sustaining an environment that is healthy, resilient to climate impacts and disruptions, and provides resources for future generations. To be effective, the Plan must address the following questions:

- How can the City most effectively build on past progress? What are notable successes and challenges, and what lessons can we incorporate to make this Plan as effective as possible?
- What are the existing City of Redmond trends in municipal vegetation management to support climate resiliency and sustainability?
- What innovative community engagement strategies can be deployed to reach diverse and equitable members of the community to get their support of the City's vision?
- What are the key City organizational strengths, weaknesses, opportunities and threats when looking to be a state leader in maintaining vegetation to support climate resiliency and sustainability?
- What are the opportunities for upcoming CIP projects to implement improvements in vegetation management to improve resiliency and increase the tree canopy in the City?

Our approach and strategy, described on page 4, outlines our plan for answering these questions and delivering a vegetation management plan that is innovative and forward-looking for a natural environment that is more sustainable and climate resilient.

Project Approach and Strategy

We applaud the City of Redmond for taking this forward-looking and integrated city-wide approach to vegetation management. We, the Herrera and Cascadia team, propose to work with the City collaboratively to inspire, inform, and support the City in realizing an overall vision of a climate-resilient and sustainable natural environment that supports future residential and employment growth and high quality of life. This is exactly the type of project that aligns with our values and the skills of our interdisciplinary team of ecologists, engineers, landscape architects, arborists, and community outreach specialists. Our team looks forward to working across City departments to build on the work we accomplished with you as part of the 2020 Environmental Sustainability Action Plan.

Our general approach to this project revolves around early, and often, collaboration among our interdisciplinary team and the City. As a first step, we will convene an in-person **kick-off meeting** with key representatives from the City (City Sustainability Team) to introduce the project team, help establish an early rapport, and confirm project goals and outcomes. We anticipate discussing opportunities to align this plan with other City initiatives, recent community and internal stakeholder engagement activities, lessons learned, and client/consulting team roles, responsibilities, and expectations (including logistics and timeline). From the kick-off meeting, we will develop a shared understanding of the project's goals, process, and milestones. We will continue regular communication and collaboration with City staff. Rachel Johnson, our proposed Project Manager, will lead communication, monitor progress, and provide monthly invoices and activity reports.

To develop a complete picture of the City of Redmond's policy context, unique community characteristics, and work already underway, we plan to conduct a **literature review and inventory** of the City's previous planning efforts related to vegetation management, sustainability, and climate adaptation. Since climate resilience and sustainability planning is a cross-disciplinary activity, conducting a literature review of plans, policies, and trends is critical for developing a plan that builds on and integrates with the City of Redmond's existing initiatives and does not conflict with other City priorities. During the kick-off meeting, Herrera will confirm the list of relevant materials that may inform or direct the Plan, including those referenced in the RFP.

- **Previous planning documents** related to climate vulnerability, tree canopy, comprehensive planning, green infrastructure, environmental sustainability, forest management, utilities, and parks and recreation.
- **Policies, codes, regulations, and standards** related to tree canopy, critical areas, ROWs, and green infrastructure.
- **Current procedures and practices** related to levels of service (LOS), best management practices (BMPs), and established maintenance procedures.

- **Future trends** related to relevant climate impacts, City demographics, land use, and development that could impact future resiliency, sustainability, and management of vegetation.
- **Current and previous CIP projects** where there may be successes, challenges, or lessons learned that could inform siting, design, or maintenance of future vegetation-related CIP projects.
- **Geospatial data** related to vegetation in the City that can be used for mapping analysis and targeted recommendations (e.g., tree canopy, city street trees, green, natural drainage systems, wetlands, parks and open space, critical areas, city-owned parcels, ROWs).

Herrera will leverage our extensive historic and ongoing work with the City on a variety of projects (e.g., Redmond Paired Watershed, Mitigation Monitoring, 2020 Environmental Sustainability Action Plan, etc.) to provide additional insights during this literature review process.

To gain a holistic understanding of the City's current operations and opportunities, we will supplement the literature review with information from key City representatives - across related City departments such as Parks & Recreation, Public Works, Maps & GIS, Planning, Transportation, and Public Works - gathered at an in-person **cross-department internal workshop**. At the workshop, we will discuss and gain buy-in on project goals and objectives and use a **SWOT analysis tool** to characterize significant internal (strengths and weaknesses) and external (opportunities and threats) factors related to the City's current and future sustainable vegetation management. The findings from these conversations will feed directly into the development of potential actions and improvements that fill in gaps and capitalize on unrealized opportunities. We have experience facilitating stakeholder meetings in person or virtually and will work with the client team to determine the appropriate venue.

Internal	**Strengths**	**Weaknesses**
	What data is the City already collecting? What are successes to date?	Where is improvement needed? What resources are needed? Where is the City seeing vegetative cover decreasing?
External	**Opportunities**	**Threats**
	What are emerging trends for vegetation management? Where can management practices yield improvements in survivability?	What are the obstacles to achieving a resilient and sustainable natural environment? What climate disruptions is the City not prepared for?

While conducting the literature review and internal engagement with key City staff, in parallel we will engage with the broader Redmond community to facilitate buy-in of the final plan. Our **community outreach plan** will include detailed methods for engaging important external stakeholders and the public. We anticipate employing a diversity of methods to ensure broad and diverse participation to build on existing relationships and identify new perspectives for this process, with the knowledge that the City will continue to grow and become more diverse in the coming decades. Our outreach plan will be divided into three phases described below: goal & strategy development, collaborative planning, and implementation transition and socialization.

Phase 1 – Goal & Strategy Development	Phase 2 – Collaborative Planning	Phase 3 –Implementation Transition and Socialization
Objectives: gain important background context (e.g., prior planning efforts, current climate vulnerabilities); vet proposed targets/goals; brainstorm actions; identify high-level challenges and opportunities	**Objectives**: review, vet, and prioritize proposed strategies & actions	**Objectives**: prepare for implementation and plan to socialize the final Plan with the public (e.g., marketing materials, outreach opportunities)

We can work with the City to determine the relevant outreach tactics. These may include:

Communitywide survey. Using a survey, we can gather input from as many residents as possible, especially those who may be interested in the planning process but cannot attend any of the events. Based on our extensive experience conducting community surveys, we recommend that the survey be kept as short and focused as possible. We can work with the City to identify ways to advertise, such as posts on social media accounts and sharing with local media outlets.

Stakeholder focus groups or interviews. The Cascadia outreach team can use direct stakeholder engagement through focus groups or one-on-one interviews to allow for more in-depth, personal, and focused conversations with key stakeholders—beyond what is possible through large meetings or broad surveys. Potential stakeholders include those representing hard-to-reach communities and key implementation partners.

Digital Media. We can use Facebook, NextDoor, City webpages, regular virtual gatherings or organizations (e.g., Chamber of Commerce), and apps like WeChat to reach a broad and diverse cross-section of the population, including those who may not have the time or interest to attend a workshop.

In-person outreach. Cascadia's outreach team has expansive experience conducting outreach at community events like farmers markets and popular public places like parks, grocery stores, and houses of worship. In-person activities enable us to meet people where they are and can be especially powerful for engaging with communities most impacted by climate change—for example, in neighborhoods that have increased heat island effects.

Online platforms. Cascadia has used platforms such as Konveio to solicit online feedback, host online open houses, and to facilitate public comment processes.

Outreach collateral. This collateral can include educational materials, factsheets, webpages, slidedecks, posters for in-person events, and other branded materials.

Translated materials. If needed and included in the outreach plan, Cascadia can translate materials into over a dozen languages with in-house language experts and community partners.

With information from the internal workshop, community engagement, and literature, we will synthesize the material and prepare a brief **literature review and workshop summary memo** that collates current and previous significant and successful sustainability work, identified gaps, trends, and themes related to sustainable and climate-resilient citywide vegetation management. This review and compilation will ensure that our planning process builds upon the City's planning and management efforts that are underway or have already been completed (e.g., Tree Health Risk Analysis and Mitigation, etc.). To maximize efficiency, the content created for this deliverable will be easily integrated into the draft Plan. We have found that creating interim deliverables not only saves time and budget, but also splits the planning process into manageable phases and milestones to incorporate City feedback.

Following the initial internal workshop and SWOT analysis, we will develop an **initial set of actions** related to procedures and practices that will prepare the City's natural environment and maintenance teams for current and future climate impacts. These identified opportunities, resources, improvements, and changes will align with the City's existing programs, maintenance procedures, and parallel planning efforts. They will also reflect community priorities, be feasible, cost-effective, fit within existing operations, and bring additional co-benefits to the Redmond community (e.g., advance public health or economic goals). Where applicable, in developing these actions, we will also pull from our extensive experience working with other Pacific Northwest jurisdictions and agencies – including communities like Seattle, Bellevue, Shoreline, Portland, and Kent, as well as King County, Washington State Parks, and Vancouver, B.C – that may have new ideas and strategies relevant to the City of Redmond.

After building out a suite of potential actions, we propose assessing and ranking the actions through a **multi-criteria analysis**. Criteria for the analysis may include feasibility, impact, community buy-in (informed by community outreach), cost, urgency, realization of co-benefits, and urgency. Our team will rank the actions based on our expertise, review of climate risks, and the City of Redmond's vision and goals.

In parallel with the development of actions, we will leverage our GIS expertise to partner with the City's GIS & Maps team to conduct **spatial analysis and mapping** of locations for potential CIP projects that would enhance the City's natural environment. Depending on the priority goals and objectives for the project, this spatial analysis could include a spectrum of different project types, costs, and sizes. For example, we could conduct a hotspot analysis of prime locations in the City for tree canopy expansion to align with the Tree Canopy Strategic Plan goals by considering areas with low canopy cover, high urban heat island effect, low abundance of heat and drought tolerant tree species, and City-owned parcels and ROWs. To identify potential areas for lawn conversion projects to naturalized meadows and pollinator gardens, we could train a model to classify grassy areas using LiDAR and multispectral imagery, and filter the sites by size, zoning, and other criteria. We could also employ GIS technology to identify locations to adjust maintenance practices, such as ROW areas where lower levels of maintenance and irrigation could be adopted while still maintaining standards around safety and aesthetics.

We will present the initial rankings and results of mapping to the City's Sustainability Team at an in-person **internal workshop**, review them collaboratively with interactive mapping exercises, and adjust the rankings as needed. Ultimately, from the analysis, we will identify a shortlist of high-priority actions, including improvements that are low-cost, low-hanging fruit, and easy initial wins for the City, that improve climate resiliency and environmental stewardship of the City's vegetation management practices.

The actions, strategies and spatial mapping will come together in a clear, concise, and forward-looking **Climate Resiliency and Sustainability Vegetation Management Plan**. Starting from the kick-off meeting we will work closely with the City to envision the format, objectives, and audience for the final deliverable. While the exact plan layout will be subject to the City's Sustainability Team's input, we anticipate the plan including key elements including: important findings from the literature review, community outreach, participatory SWOT analysis, **GIS maps of priority project and CIP project locations, and finalized strategies and actions**. The plan could also include components such as lists for recommended drought and heat-tolerant species that add diversity and habitat to the City's tree canopy and green spaces The plan will highlight discrete, measurable actions that can be used to inform funding requests in the next budget cycle so that the City has the resources to make the plan a reality.

Experience and Capabilities

Capabilities and Expertise

Herrera and Cascadia have worked closely on a broad range of sustainability projects over the past two decades. Our history of collaboration in the climate action field includes developing Redmond's Sustainability Plan, Tacoma's Vulnerability Assessment and Adaptation Plan, and a Climate Action Plan for Kent Parks. Herrera and Cascadia have also worked together on a large portfolio of additional projects including King County's Green Tools green building contract and Herrera is currently supporting Cascadia on a statewide behavior-change campaign focused on improving private-sector low impact development practices.

Why Herrera & Cascadia?

20+ years working together on climate resiliency & sustainability.

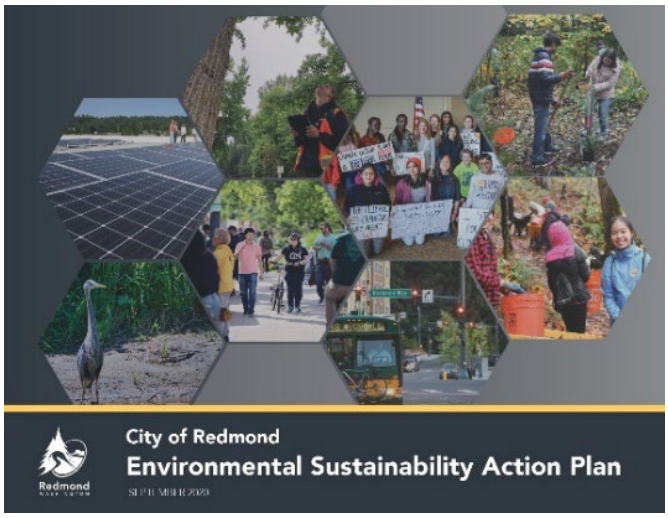
Ongoing relationship with of the City of Redmond.

Collaborative approach to engaging local stakeholders in restoration in public spaces.

In summary, the Herrera and Cascadia team has a deep history of collaborating to support municipal clients in planning for climate resiliency and sustainability. Descriptions of our team's most relevant projects are included in the following pages.

City of Redmond Environmental Sustainability Action Plan | Redmond, WA

Key Team Members: Matt Fontaine and Christina Merten



Herrera supported Cascadia in developing a foundational, comprehensive Sustainability Plan for the City of Redmond. The project goal was to review current activities and develop a list of sustainability projects and programs that could enhance the City's reduction of greenhouse gas emissions and advance integration of sustainable practices into the overall City organization in a systematic, coordinated, and financially responsible manner. Our analysis included a literature review, stakeholder interviews and surveys, and a workshop with City staff. We captured the results in conceptual diagrams that mapped key factors in achieving the City's goals and developed quantitative metrics for tracking progress, such as tree canopy percentages and sector-specific GHG emissions. Herrera provided expertise and focus on natural systems, water management, and materials management. In addition, Cascadia led a GHG wedge analysis and transitioned GHG data to the ClearPath platform for improved tracking and evaluation in the future.

Building on this sustainability inventory, we assessed and prioritized strategies and actions to advance sustainability and climate action in municipal action and throughout the community at large. Our team—which included an Advisory Panel of experts in mobility, green building, stormwater, waste reduction, and economics—analyzed potential strategies based on impact and co-benefits such as public health, economic resilience, and equity. As part of the project, Cascadia led a stakeholder and public engagement process that included a series of four workshops with internal project teams, a survey, an online open house, and ongoing online engagement through the City's engagement platform. After completing the plan, Cascadia built on the work to provide implementation support for the City, including a municipal operations carbon neutrality implementation plan (adopted unanimously by City Council in 2021) and provision of GHG inventorying and training services.

City of Shoreline Climate Change Impact and Resiliency Study | Shoreline, WA

Key Team Members: Jenn Schmidt, Matt Fontaine, and Rayna Gleason

The City of Shoreline wanted to assess vulnerabilities to climate change impacts and develop a framework for incorporating climate impacts into capital projects and operations. Cascadia and Herrera assessed four focus areas: stormwater infrastructure, built environment, public health and safety, and natural ecosystems. To support City staff in incorporating climate vulnerability into their capital project planning and stormwater management, Cascadia developed an online GIS map tool that guides project managers through a series of simple steps to identify strategies to reduce vulnerabilities of their projects to more intense rainfall and extreme heat, as well as to integrate equity considerations into the resilience planning process. The team complemented this map tool with a prioritization framework to identify top strategies for building resilience in the stormwater system. Based on the vulnerability assessment and prioritization framework we developed, our team identified adaptation measures for the City to implement and presented the results of the project in a series of public meetings and through an accessible and engaging written report.

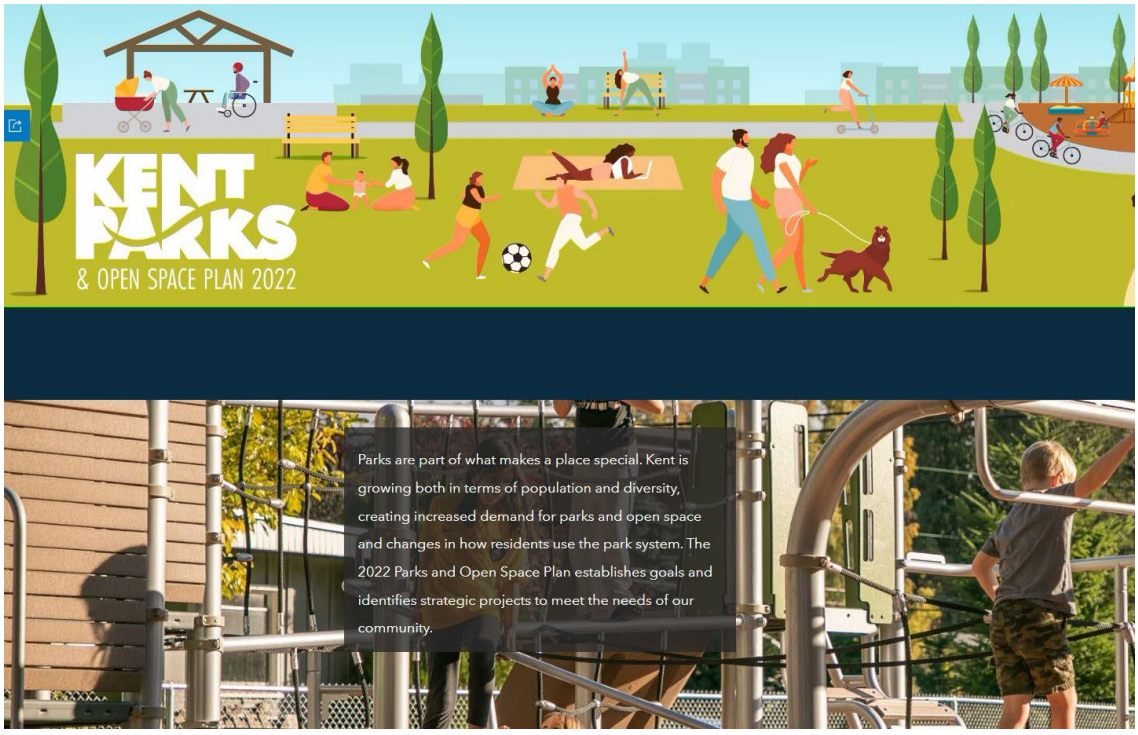
In addition to the Climate Impacts and Resiliency Study, Cascadia has supported virtually all of Shoreline's climate mitigation planning and communication efforts over the past decade. Our work with the City began in 2012 with the creation of their first Climate Action Plan, continued in 2017 with an update of the City's public communications around sustainability metrics and progress toward goals, and a current update of their original CAP to reflect progress made over the past decade and update goals and focus areas—including inclusive engagement and environmental justice themes.

City of Kent Parks Climate Resiliency and Sustainability Plan | Kent, WA

Key Team Members: Rachel Johnson, Jenn Schmidt, and Mike Chang

Cascadia and Herrera worked together to support the development of a comprehensive and effective Climate Resiliency and Sustainability Plan (CRSP) that met the needs of the parks department and the community. The project included an initial inventory of current policies, practices, and procedures related to climate resilience, sustainability, and park operations, coupled with interviews with key representatives from multiple City of Kent departments. Through a climate vulnerability assessment, we assessed current and projected future impacts to major park resources including tree canopy and vegetation, staff and community health and well-being, and the built environment. This assessment included spatial analysis of park-owned parcels that could be prime locations for tree canopy expansion projects, as well as identification of a drought and pest-tolerant tree species list for future planting. Part of the analysis emphasized equity and built on previous work with the City through the 2022 Parks and Open Space Plan, where we created heat maps that identified high-need areas for future park investments. After identifying vulnerabilities, we aligned potential policy options, strategies, and measures with current legislative requirements and existing policies and programs to identify opportunities to support co-benefits for the community. We prioritized opportunities with a multi-criteria analysis tool, and created a final plan that is comprehensive, adaptable, and supports Kent Parks' wide range of goals for sustainability.

You can find this StoryMap (below) that was developed for the City of Kent Parks and Open Space Plan online here: City of Kent Parks and Open Space Plan



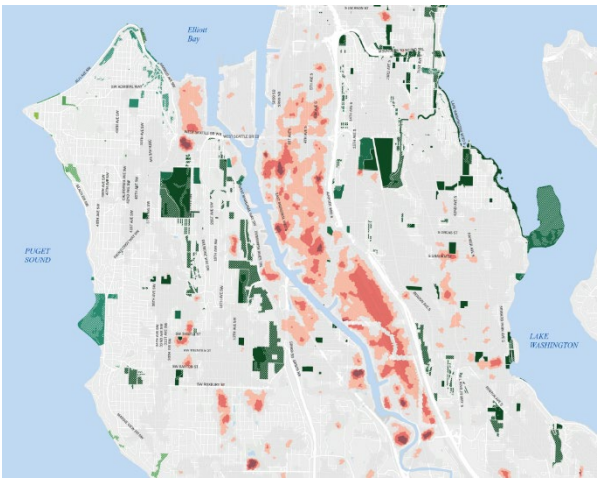
City of Tacoma Climate Adaptation Strategy | Tacoma, WA

Key Team Members: Matt Fontaine and Mike Chang

Herrera and Cascadia worked with the City of Tacoma to develop a comprehensive climate adaptation strategy that is preparing the City for anticipated impacts of climate change, including rising sea levels, more frequent rain events, more powerful coastal storms, and more frequent days with heat over 90 degrees. This strategy sets a long-term vision with clear and compelling implementation pathways that position the city to maintain a high quality of life with livable neighborhoods, healthy open spaces, parks and tree canopy, and a growing business environment. As part of this process, the team, with help of a steering committee, reviewed the Tacoma Climate Resilience Study (which Herrera also worked on) and other pertinent studies to identify and document prominent climate-related risks. From this information, the team identified core goals, in addition to indicators and interim deadlines for measuring progress towards those goals. Once established, these goals were added to a database of potential adaptation actions, including actions for increasing resiliency in municipal operations, with a focus on technical infrastructure and stormwater solutions. From here, the team assessed and ranked actions through a multi-criteria analysis, identifying high-priority actions to carry forward into a more comprehensive cost-benefit analysis phase. Once Herrera and the team developed cost estimates for proposed adaptation actions, Herrera worked with city staff to better understand the City's typical capital facilities planning (CFP) process to provide recommendations on how the CFP process could incorporate relevant data to ensure capital facilities support the City's climate adaptation goals, including social equity. Following the capital facilities adaptation assessment, the team developed final recommendations and a timeline for implementation, taking into account the City's infrastructure, zoning, policy, and management priorities.

Olmsted 200 Tree Support Program | Seattle, WA

Key Team Member: Jenn Schmidt



The rate of loss of trees in developed parks and boulevards in Seattle from age, disease, and climate stress is growing beyond the capacity of Seattle Parks and Recreation's available resources. Herrera is providing both GIS and ecological/arborist support for this program to address and prioritize tree replacement. Herrera completed a broad GIS screening analysis to identify priority parks and boulevards looking at factors like canopy change over time, wildlife corridors and habitat connectivity, tree health, equity considerations with each park or boulevard service area, and urban heat islands. Herrera is also providing input to help incorporate ecological considerations into tree selection criteria development, such as the potential for non-native species to become invasive in the future.

Key Team Members

Figure 1 below provides a visual depiction of our team structure. **Rachel Johnson** will lead our team and be the main point of contact for the City of Redmond. Rachel has experience working on projects that couple GIS desktop analysis with targeted field efforts to help guide stewardship planning for resiliency and sustainability in the face of climate change. Rachel will guide input from our key team members shown in the organization chart (Figure 1) to streamline completing this project. **Christina Merten** will be our project principal, drawing upon her experience with leading analysis and design of over 60 ecological and natural resource focused projects (many of them located in parks and natural areas) and as a former Redmond resident to provide targeted and effective QA/QC oversight and senior technical reviews, and to ensure the appropriate Herrera firm resources are available to the project. Herrera's technical team includes **Jenn Schmidt** (GIS Lead), **Ian David Crickmore** (GIS/Arborist), **Randall Taylor** (Landscape Architect/Arborist), **Rayna Gleason** (Botanist/Arborist), **Nick Bartish** (Ecologist); **Matt Fontaine** (Green Infrastructure Engineer), and **Shawree Zhang** (Environmental Scientist). **Alyssa Rodriguez** will lead the community engagement with **Mike Chang** in an advisory role (both from Cascadia). In addition, Herrera has a full CAD/GIS services group to support the project. An overview of each key team member's qualifications for this project is provided following Figure 1. Resumes summarizing the expertise of our team members are included in Attachment A.

Figure 1.
Organization of the Herrera Team

Rachel Johnson | Project Manager

Rachel Johnson has 6 years of experience in assessing and planning for climate impacts related to water resources. She has a strong background in project management, science communication, and technical writing, and expertise that spans climate change impact assessments, stormwater green infrastructure planning, and coastal resilience policy. An engineer by training, Rachel has conducted numerous literature reviews, spatial analyses, and fieldwork in support of developing forward-looking recommendations for stormwater, restoration, and land use development policies for local municipalities in the face of climate change. Before joining Herrera, Rachel served as a coastal resilience policy analyst at NOAA, where she managed a portfolio of projects related to sea level rise, coastal flooding, and adaptation. In this role, she led multiple high-visibility communications projects around sea level rise science and climate adaptation planning, for audiences including the U.S. public and Congress.

Christina Merten, PE, PWS | Project Principal

Christina Merten has over 20 years of technical experience in the natural resource monitoring, remediation and restoration field with demonstrated ability to perform as a key team member and independently lead projects. She oversees a variety of environmental studies for private and public development projects. She has managed and participated in multi-year monitoring of mitigation sites and creation of adaptive management plans for restoration and mitigation sites to ensure regulatory compliance and efficient long-term management. Christina has worked in state government (Washington State Department of Ecology) as a senior project manager on large wetland mitigation banking projects issuing CWA Section 401 Water Quality Certifications, overseeing adaptive management plans, and serving a key role on the Interagency Review Team..

Jenn Schmidt, GISP | GIS Lead

Jenn is a GIS Specialist with 18 years of experience using GIS and related technologies to analyze rivers, coastlines, and floodplains and map and model geospatial trends in the Pacific Northwest. She is passionate about identifying rigorous and cost-effective data analysis methods to help support decision making. One of Jenn's primary areas of expertise is developing GIS overlay models that combine scientific expertise and available spatial data to identify and prioritize areas for multi-benefit habitat restoration projects over large geographic areas. In addition to analysis, Jenn is an expert at compiling and managing large volumes of spatial data and has used the publicly available datasets in Washington on hundreds of projects. Jenn is adept at synthesizing spatial datasets from multiple sources into attractive maps, tables, interactive tools, and other visual products that are tailor for easy understanding by a variety of audiences. She is experienced in public engagement and facilitation for projects and is adept in helping to bridge the gap between technical language and policy/science.

Ian David Crickmore | GIS/Arborist

Ian David is an ISA certified arborist, geographic information analyst and biogeographer with 15 years of experience in arboriculture, geospatial analysis, environmental consulting. He has led comprehensive tree surveys and risk assessments for Sound Transit, King County, the City of Issaquah and Pacific Gas and Electric. Ian David leverages expertise in geography, environmental science and arboriculture to develop effective data collection and analysis solutions. Ian David is passionate about communicating information cartographically and working on projects that support the ecological integrity of our environment and improving its accessibility to the people who live in it.

Randall Taylor, PLA | Landscape Architect/Arborist

Randall has 15 years of experience. His passion lies at the intersection of design, sustainability, and nature. He is also an ISA Certified Arborist with experience conducting tree health assessments, supervising tree plantings, and providing tree trimming recommendations for a wide range of public and private clients. As a landscape architect, Randall strives to create public spaces that are aesthetically pleasing, purpose driven, and seamlessly meld with the surrounding native ecologies. His work and studies have focused on urban and ecological design. Randall has worked on a diverse range of projects for public and private clients that include master planning and conceptual visioning as well as extensive variety of constructed projects. His work has included urban plazas, streetscapes, and civic spaces; park and recreation projects; schools and educational campuses; multi-use developments, commercial retail spaces, and residential design. In addition, Randall is a LEED Accredited Professional.

Rayna Gleason | Botanist/Arborist

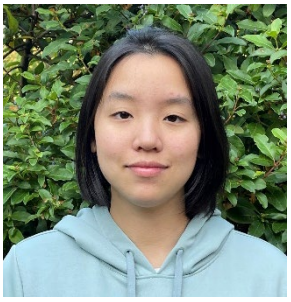
Rayna Gleason has 15 years of experience and has been an ISA certified arborist and Tree Risk Assessment Qualified (TRAQ) for over 5 years. Rayna has a strong understanding of tree physiology, plant selection in urban settings and natural habitats, and habitat restoration, which has allowed her to take the lead on a wide variety of field assessments. She has worked on numerous tree inventories and tree risk assessments within Washington, along with understory ecological assessments and rare plant surveys in the Pacific Northwest. Rayna has also worked on the community development side of urban forestry, helping to develop stewardship plans, manage habitat restoration contracts, coordinate volunteer programs and develop restoration plans and designs.

Nick Bartish, WPIT | Ecologist

Nick is an environmental scientist and wetland professional in training with 4 years of consulting experience focused on wetland and critical areas delineations, mitigation, habitat assessments, water quality, and stormwater management. He is an experienced field lead, guiding field staff on projects that include habitat and vegetation assessment. He acts as both a project manager and assistant project manager on multiple projects and is responsible for coordinating with various clients including the City of Redmond, the City of Shoreline, and Seattle Public Utilities. He has authored delineation reports, critical areas reports, mitigation reports, tech memos, and has conducted peer reviews. Nick is Herrera's equipment manager, and is proficient with YSI meters, Arrow & BadElf GPS units, pressure transducers, flow meters, and dataloggers.

Matt Fontaine, PE | Green Infrastructure Engineer

Matt Fontaine has 15 years of professional experience in stormwater planning, stormwater design, and stream restoration, throughout the northwest region. His experiences combine work in planning and natural hazards preparedness with practical experience in water resource engineering. He has performed alternatives analysis and developed engineering designs and cost estimates for green stormwater infrastructure (GSI) and traditional storm and surface water projects. He has also audited stormwater programs, written stormwater plans, evaluated compliance with new environmental regulations, managed construction projects, and conducted vulnerability assessments. Matt spent 2 years researching natural hazards preparedness approaches and climate phenomena in the western US. His most detailed research work relates specifically to Washington State, and includes evaluation of drought impacts, assessment of risks and vulnerability, identification of available adaptation measures, and work with stakeholders. Matt has also evaluated drought programs in each of the Western Governors' Association States, including a review of drought plan components and an examination of drought program implementation.



Shawree Zhang | Environmental Scientist

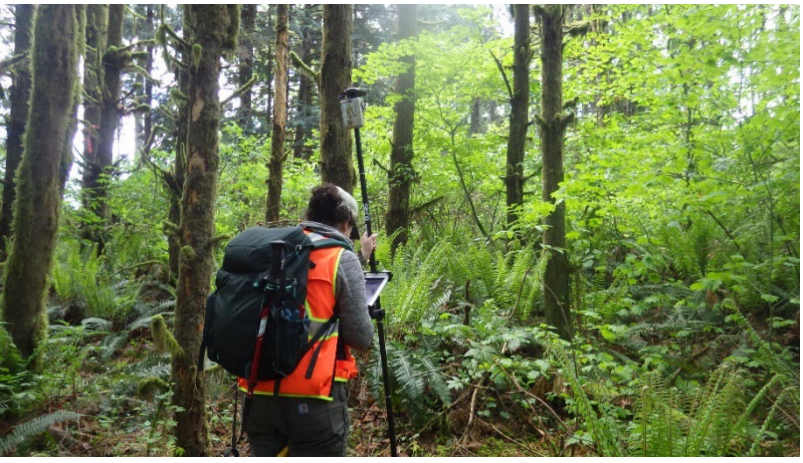
Shawree has experience with forest and vegetation surveys; drafting technical reports; and mitigation site, stream, and water quality monitoring. She has contributed to many restoration and stormwater projects. Her field experience includes water quality, habitat and vegetation assessment. Shawree has supported fieldwork around the Seattle area including recent monitoring efforts in and for the City of Redmond.

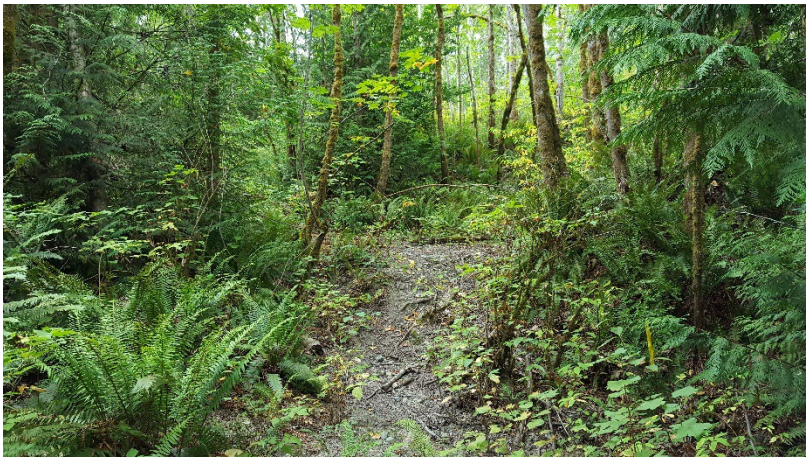
Alyssa Rodriguez | Community Engagement Lead

Alyssa leads outreach and engagement for a diversity of projects at Cascadia, where she focuses on community outreach and engagement, communications planning, facilitation, creative services, and project management. She has managed and led outreach, engagement, and communications for multiple capital transportation projects, serves as the manager for King County's Communities of Opportunities, and has led the engagement for multiple Climate Action Plans including the City of Edmonds (WA), the City of Gig Harbor (WA), and Foster City (CA). Before coming to Cascadia, Alyssa worked for sustainable consulting and community-based organizations, where she gained experience with recycling outreach, sustainability planning and reporting, and local food systems. Alyssa is a former Edmonds resident and has led multiple citywide outreach projects there related to climate change and development.

Mike Chang | Community Engagement Advisor

Mike is a national leader in equitable climate action who brings related expertise in engagement and facilitation, strategic planning, and climate vulnerability and adaptation. His recent work includes leading an innovative climate vulnerability assessment for the City of Seattle, developing protocols for local governments to integrate climate change adaptation and mitigation policies in local comprehensive plans, and conducting a climate equity and justice assessment on climate preparedness resources for the National Academies' Airport Cooperative Research Program. Mike coauthored the 4th National Climate Assessment, contributed to an upcoming U.S. Forest Service report on wildfire risks in the wildland-urban interface, and served on the Community Engagement Committee of Washington's Environmental Justice Task Force. He is currently the lead author of the 5th National Climate Assessment and is the co-chair of the National Adaptation Forum's Equity & Justice Working Group. Mike holds a Master of Marine Affairs from the University of Washington and a B.S. in Ecology & Evolutionary Biology from Yale University.





Pricing Methodology

Table 1. Hourly Rates for All Team Members (Including Overhead and Profit)

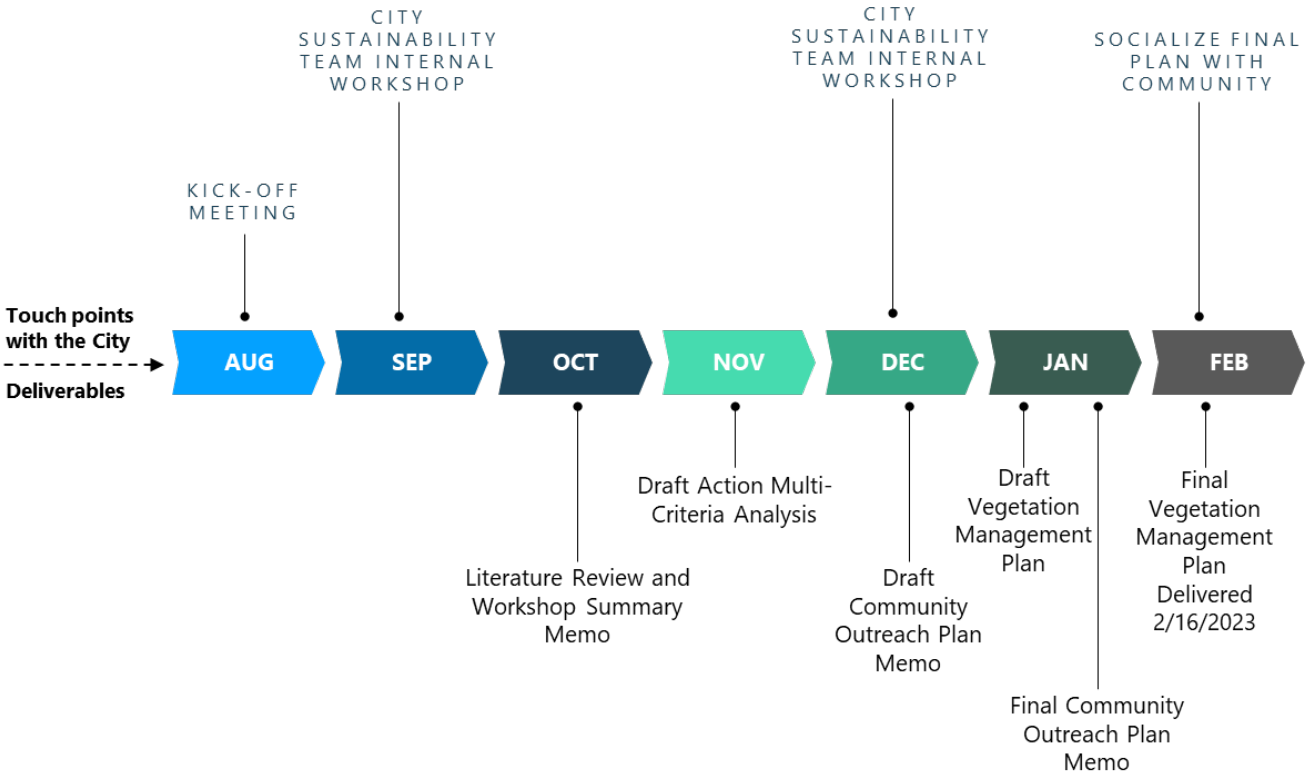
Staff/Title	Hourly Rate	For
Rachel Johnson | *Project Manager*	$154.82	Project management/Climate Change lead
Christina Merten | *Project Principal*	$269.20	Quality Assurance/Quality Control
Randall Taylor | *Lead Landscape Architect/Arborist*	$154.89	Vegetation selection and management lead
Jenn Schmidt | *Lead GIS Analyst*	$245.19	GIS analysis lead
Nick Bartish | *Ecologist*	$122.29	Data processing and vegetation selection support
Matt Fontaine | *Green Infrastructure Engineer*	$259.16	Stormwater engineering advisor
Ian David Crickmore | *GIS Analyst/Arborist*	$180.06	GIS analysis
Rayna Gleason | *Botanist/Arborist*	$140.81	Literature review and vegetation selection support
Shawree Zhang | *Environmental Scientist*	$103.21	Literature review, data processing and management support
Mike Chang | *Community Engagement Advisor*	$230.00	Community engagement advisor
Alyssa Rodriguez | *Community Engagement Lead*	$155.00	Community engagement
Tracy Rudnick | *Project Accountant*	$166.98	Account Management/Invoicing
Pam Jackowich | *Publications Specialist*	$139.65	Document preparation

Table 2. Cost Estimate for Final Report and Expenses

Item	Cost
Cost of Final Report	$122,639
Additional Expenses	$79.00

Project Schedule

Our proposed project schedule to complete the work within the City's six month timeline is provided below. This schedule assumes that our team will receive notice to proceed in early August and our initial kick-off meeting will be scheduled mid-month.



References

The following references can attest to our team's performance on similar projects in the last two years.

For Herrera's Work in GIS Vegetation Mapping

Andy Sheffer, Seattle Parks and Recreation
Phone: 206.684.7041 Email: Andy.Sheffer@seattle.gov

For Herrera's Experience with City of Redmond

Andy Rheume, City of Redmond
Phone: 425.556.2741 Email: AJRHEAUME@redmond.gov

For Herrera's Experience with Green Stormwater Infrastructure

Shanti Colwell, Seattle Public Utilities, GSI Projects Lead
Phone: 206.386.1501 Email: shanti.colwell@seattle.gov

For Herrera/Cascadia's Work with the City of Kent

Julie Parascondola, City of Kent Parks, Recreation & Community Services, Director
Phone: 253.856.5007 Email: jparascondola@kentwa.gov

For Cascadia's Regional Climate Planning Work

Karen Affeld, North Olympic Resource Conservation & Development Council
Phone: 360.477.1593 Email: karen@noprcd.org

Subconsultant

Since its founding in 1993, **Cascadia Consulting Group Inc.** has worked with public, corporate, nonprofit, and tribal clients to advance projects that benefit their communities and the environment. Cascadia's expertise includes strategic planning, analysis, and management of projects focused on climate change mitigation and adaptation, energy efficiency and renewable energy, recycling and materials management, and resource conservation. Through effective engagement, research and analysis, decision-support tools, program evaluation, and reporting, we empower our clients—and the communities they represent—to direct their own progress toward sustainability goals. Cascadia is a small, **women-owned C-corporation** with 85 staff members across its headquarters in Seattle, satellite office in Oakland (CA), and remote locations nationwide.

Cascadia has led in-depth greenhouse gas analyses and climate, energy, and sustainability planning efforts for many small and medium-sized cities in the Pacific Northwest and beyond—including **developing Redmond's own Environmental Sustainability Action Plan** together with Herrera and other partners, leading waste-reduction efforts throughout the Eastside, and delivering climate and sustainability action plans for virtually all of Redmond's peer cities. With nearly 30 years leading sustainability projects in Puget Sound and involvement in high-profile regional efforts—for example, Cascadia staff have co-authored the Northwest chapter of the National Climate Assessment and led efforts including the Puget Sound Regional Emissions Analysis project and Washington's Citizens Climate Assembly—**we deeply understand the unique strengths, vulnerabilities, and opportunities at play** when creating and implementing sustainability programs here. At the same time, we bring in national and international best practices and expertise, with climate planning work that spans coast to coast—including projects in California, Oregon, Arizona, Colorado, Montana, and Missouri—and internationally, including a high-profile climate resilience project with USAID in Vietnam and ongoing sustainability work with a global philanthropic organization.

CASCADIA'S FEATURED PROJECTS

Environmental Sustainability Action Plan | *City of Redmond, WA*
Environmental Stewardship Plan | *City of Bellevue, WA*
Climate Vulnerability Assessment and Adaptation Plan | *City of Tacoma, WA*
Climate Resilience Plan | *Washington Department of Natural Resources*
Climate Vulnerability Assessment | *City of Seattle, WA*
Climate Action Plan | *City of Mercer Island, WA*
Climate Action Plan; Climate Vulnerability Assessment | *City of Issaquah, WA*
Parks, Trails, and Natural Areas Community Assessment and Needs Analysis | *San Juan County, WA*
Recreation, Open Space, and Stewardship Plan | *San Juan County, WA*
Parks, Recreation, and Open Space Plan Engagement | *City of Burien, WA*
Wildland Fire Protection Strategic Plan | *Washington Department of Natural Resources*
Climate Impacts and Resiliency Study; Climate Action Plan; Sustainability Program Communications | *City of Shoreline, WA*
Climate Resilience Assessment | *Kitsap County, WA*

Business Name

This proposal is made in the name of Herrera Environmental Consultants, Inc. The firm was incorporated in Seattle in 1986.

Official Address

Herrera Environmental Consultants, Inc.
2200 Sixth Avenue, Suite 1100
Seattle, WA 98121

Signatory

Duly authorized to legally bind the firm.

Carol Slaughterbeck

Carol Slaughterbeck, PE
Executive Vice President/Chief Financial Officer

June 13, 2023

Date

Business License

Herrera's current City of Redmond business license is valid until June 30, 2024.

Valid Time Period

This proposal is valid for 60-90 calendar days.

Attachment A:
Resumes of Key Team Members

alphabetical order by last name

"Herrera staff are innovative, consistent, and extremely knowledgeable. I appreciate the depth and energy they bring to projects."

-Alexis Blue, PE
Western Washington University

HERRERA
Science + Planning + Design

Nick Bartish

Ecologist

Experience coordinating data collection and management in and for the City of Redmond.

Nick is an environmental scientist and wetland professional in training with 4 years of consulting experience focused on wetland and critical areas delineations, mitigation, habitat assessments, water quality, and stormwater management. He is an experienced field lead, guiding field staff on projects that include habitat and vegetation assessment. Nick has been trained by the Washington Department Ecology on both ordinary high-water mark (OHWM) delineations as well as how to conduct wetland ratings using the 2014 Western Washington rating manual. He acts as both a project manager and assistant project manager on multiple projects and is responsible for coordinating with various clients including the City of Redmond, the City of Shoreline, and Seattle Public Utilities. He has authored delineation reports, critical areas reports, mitigation reports, tech memos, and has conducted peer reviews. Nick is Herrera's equipment manager, and is proficient with YSI meters, Arrow & BadElf GPS units, pressure transducers, flow meters, and dataloggers.

CREDENTIALS

BS in Environmental Science from Western Washington University, 2018
Certification in Wetland Science and Management from University of Washington, 2022
Society of Wetland Scientists, Wetland Professional in Training, 2022

EXPERIENCE

Assistant Project Manager/Lead Ecologist | **City of Redmond NE 40th Trunkline Extension**

Field Lead/Support | **City of Redmond Mitigation Monitoring (Various Sites)**

Field Lead | **City of Redmond Paired Watershed Project**

Wetland Ecologist | **King County Lake Hills Trunk/NW Lake Sammamish Sewer in Redmond, WA**

Senior Ecologist | **City of Issaquah Blackberry Park and Hillside Park Play Area Assessment**

Wetland Ecologist | **City of Sultan Hammer Park Design**

Wetland Ecologist | **WSDOT SR 167 Completion**

Field Lead/Support | **City of Bellevue Mitigation Monitoring**

Field Support | **North Kenmore Portal Wetland Delineation**

Mike Chang

Community Engagement Advisor

National leader in equitable climate action and author of the 4th and 5th National Climate Assessments and contributor to the upcoming US Forest Services report on wildfire risks in urban areas.

Mike is a national leader in equitable climate action who brings related expertise in engagement and facilitation, strategic planning, and climate vulnerability and adaptation. His recent work includes leading an innovative climate vulnerability assessment for the City of Seattle, developing protocols for local governments to integrate climate change adaptation and mitigation policies in local comprehensive plans, and conducting a climate equity and justice assessment on climate preparedness resources for the National Academies' Airport Cooperative Research Program. Mike coauthored the 4th National Climate Assessment, contributed to an upcoming U.S. Forest Service report on wildfire risks in the wildland-urban interface, and served on the Community Engagement Committee of Washington's Environmental Justice Task Force. He is currently the lead author of the 5th National Climate Assessment and is the co-chair of the National Adaptation Forum's Equity & Justice Working Group.

CREDENTIALS

MMA from the School of Marine & Environmental Affairs, University of Washington
BS in Ecology & Evolutionary Biology, Yale University

EXPERIENCE

Project Manager | **City of Seattle Climate Vulnerability Assessment**

Adaptation Lead | **City of Tacoma Climate Vulnerability and Adaptation Plan**

Project Manager | **City of Edmonds Climate Action Plan Engagement**

Project Manager | **Tulalip Tribe Climate Health Indicators Study**

Facilitator/Equity Lead | **State of Washington Citizens' Climate Assembly**

Project Manager | **North Olympic Resource Conservation & Development Council Climate Preparedness Strategy**

Equity and Engagement Lead | **Georgia Tech University Climate Action Plan**

Equity and Engagement Lead | **University of Arizona Climate Action Plan**

Equity and Environmental Justice Lead | **Airport Cooperative Research Program, National Academies of Sciences Climate Change Toolkit**

Task Lead | **Sound Transit West Seattle to Ballard Link Extensions Climate Vulnerability Assessment**

Ian David Crickmore

GIS/Arborist

Unique combination of geographic information system and arborist expertise.

Ian David is a geographic information analyst with 15 years of combined experience in geospatial analysis environmental permitting, and environmental science. Ian David's experience also includes project management, client support, and working as a liaison with regulatory agencies. Ian David uses his skills in geography and geographic information sciences (GISc) to inform GIS project design and development, and leverages the tools of GIS, remote sensing, and cartography to reveal trends in environmental data and communicate them to targeted audiences. Ian David is also an ISA certified arborist. Ian David is passionate about communicating information cartographically through data visualization and about expanding the application of GISc to projects that center environmental and ecological integrity and maximize public benefit.

CREDENTIALS

MS in Geography, University of Oregon, 2011
BA in Environmental Studies, University of California Santa Cruz, 2006
ISA Certified Arborist, #WE-8333A

EXPERIENCE

GIS Analyst | **WA State Parks Climate Adaptation Implementation Plan**

GIS Analyst | **WSDOT SR 167 Completion**

GIS Analyst | **Green Stormwater Initiative for Seattle Public Utilities**

Arborist | **City of Issaquah Hillside Park Play Area Tree Survey and Risk Assessment**

Arborist | **Sound Transit Downtown Redmond Link Extension**

Arborist | **Pacific Gas & Electric Vegetation Management**

Matt Fontaine, PE

Green Infrastructure Engineer

Specialized experience combining green stormwater infrastructure with natural hazards preparedness related to drought impacts, risk assessment and vulnerability.

Matt Fontaine has 15 years of professional experience in stormwater planning, stormwater design, and stream restoration, throughout the northwest region. His experiences combines work in planning and natural hazards preparedness with practical experience in water resource engineering. He has performed alternatives analysis and developed engineering designs and cost estimates for green stormwater infrastructure (GSI) and traditional storm and surface water projects. He has also audited stormwater programs, written stormwater plans, evaluated compliance with new environmental regulations, managed construction projects, and conducted vulnerability assessments. Matt spent 2 years researching natural hazards preparedness approaches and climate phenomena in the western US. His most detailed research work relates specifically to Washington State, and includes evaluation of drought impacts, assessment of risks and vulnerability, identification of available adaptation measures, and work with stakeholders. Matt has also evaluated drought programs in each of the Western Governors' Association States, including a review of drought plan components and an examination of drought program implementation.

CREDENTIALS

MS in Civil Engineering with an emphasis in Water Resources, University of Washington, 2007
BS in Civil/Environmental Engineering, Clarkson University, 2002
Registered Professional Engineer in Washington # 46158, 2009

EXPERIENCE

Project Manager | **City of Tacoma Climate Change Resilience Study**

Project Manager | **City of Shoreline Climate Change Impact and Resiliency Study**

Project Manager | **Sound Transit Climate Adaptation Strategy Implementation and Refinement**

Project Engineer | **WA Department of Ecology State Drought Plan Review and Recommendations**

Project Engineer | **WA State Department of Community, Trade, and Economic Development Assessment of Drought Impacts and Vulnerability**

Project Manager | **City of Bainbridge Watershed Assessment, Funding, and Design**

Capital Improvement Project Lead | **Federal Way Surface Water Management Comprehensive Plan and Watershed Prioritization in Support of Stormwater Management Action Planning**

Project Manager | **City of Port Orchard Stormwater and Watersheds Comprehensive Plan**

Green Infrastructure Engineer | **Thurston County Countywide Watershed Prioritization**

Rayna Gleason

Botanist/Arborist

Complementary botany and arborist experience.

Rayna Gleason has 15 years of experience and is an ISA certified arborist and Tree Risk Assessment Qualified (TRAQ). Rayna has a strong understanding of tree physiology, plant selection in urban settings and natural habitats, and habitat restoration, which has allowed her to take the lead on a wide variety of field assessments. She has worked on numerous tree inventories and tree risk assessments within Washington, along with understory ecological assessments and rare plant surveys in the Pacific Northwest. Rayna has also worked on the community develop side of urban forestry, helping to develop stewardship plans, manage habitat restoration contracts, coordinate volunteer programs and develop restoration plans and designs.

CREDENTIALS

BLA in Landscape Architecture (Horticulture emphasis), University of Rhode Island, 2007
ISA Certified Arborist, International Society of Arboriculture, NY-5710A, 2011
ISA Tree Risk Assessment Qualified (TRAQ), 2019

EXPERIENCE

Botanist/Arborist | **Washington Department of Social & Health Services Fircrest School Campus Master Plan**

Botanist/Arborist | **Portland Parks and Recreation Drainage, Surfacing and Accessibility Improvements**

Botanist/Arborist/Graphics | **Stillaguamish Village Housing Development Forest Management, Preservation and Enhancement**

Arborist | **City of Vancouver Raymond E. Shaffer Community Park Master Plan**

Arborist | **King County Cedar River Herzman Levee Setback Design**

Botanist | **City of Kent Morrill Meadows - East Hill Park Renovation**

Arborist | **King County Discovery Park Reservoir Outfall Critical Areas Investigation**

Arborist | **City of Shoreline Climate Change Impact and Resiliency Study**

Rachel Johnson

Project Manager

Expertise in climate adaptation including impact assessments, communication, and policy analysis.

Rachel Johnson has 6 years of experience in assessing and planning for climate impacts related to water resources. She has a strong background in project management, science communication, and technical writing, and expertise that spans climate change impact assessments, stormwater green infrastructure planning, and coastal resilience policy. An engineer by training, Rachel has conducted numerous literature reviews, spatial analyses, and field work in support of developing forward-looking recommendations for stormwater, restoration, and land use development policies for local municipalities in the face of climate change. Before joining Herrera, Rachel served as a coastal resilience policy analyst at NOAA, where she managed a portfolio of projects related to sea level rise, coastal flooding, and adaptation. In this role, she led multiple high-visibility communications projects around sea level rise science and climate adaptation planning, for audiences including the U.S. public and Congress.

CREDENTIALS

MS in Biological Systems Engineering, University of Wisconsin-Madison, 2021
MS in Water Resources Management, University of Wisconsin-Madison, 2020
BA in Geology, Carleton College, 2014
Engineer in Training License #1513530, 2019

EXPERIENCE

Project Manager | **United States Citizens - Application Guide for Sea Level Rise Practitioners**

Co-Project Manager | **City of Kent Parks Climate Resiliency and Sustainability Plan**

Co-Project Manager | **Capital Area Regional Planning Commission, Dane County, City of Fitchburg, and Town of Dunn - Waubesa Wetlands Climate and Land Use Impacts Study**

Assistant Project Manager | **Washington State Parks Sea Level Rise Vulnerability Assessment**

Assistant Project Manager | **City of Tumwater Stormwater Management Action Plan**

Construction Inspector | **King County Green Stormwater Infrastructure Retrofit Construction Inspection**

Christina Merten, PE, PWS

Principal

History of overseeing Herrera's vegetation work for the City of Redmond.

Christina Merten has over 20 years of technical experience in the natural resource monitoring, remediation and restoration field with demonstrated ability to perform as a key team member and independently lead projects. Christina was also a resident of Redmond for over 10 years. She oversees a variety of environmental studies for private and public development projects. She has managed and participated in multi-year monitoring of mitigation sites and creation of adaptive management plans for restoration and mitigation sites to ensure regulatory compliance and efficient long-term management. Christina has worked in state government (Washington State Department of Ecology) as a senior project manager on large wetland mitigation banking projects issuing CWA Section 401 Water Quality Certifications, overseeing adaptive management plans, and serving a key role on the Interagency Review Team.

CREDENTIALS

BS in Civil Engineering with Environmental Specialty, Texas A&M University, 1997
Licensed Professional Engineer #39019 in Washington, 2002
Society of Wetland Scientists Certified Professional Wetland Scientist (PWS) #2785, 2017
Stream Restoration Certificate, University of Washington, 2011
Wetland Science and Management Certificate, University of Washington, 2004

EXPERIENCE

Contract Manager | **City of Redmond On-Call Mitigation Monitoring Services**

Project Principal | **Sound Transit East Link Wetland and Stream Mitigation Monitoring in Redmond, WA**

Contract Manager | **City of Bellevue On-Call Specialty Services**

Contract Manager | **City of Issaquah Wetland and Stream Support On-call**

Senior Ecologist | **City of Redmond Senior Center Design**

Principal Ecologist | **WSDOT SR 167 Completion**

Principal Ecologist | **City of Sultan On-Call Environmental Services**

Principal Ecologist | **King County On-Call Environmental Services for Wastewater Treatment Division**

Alyssa Rodriguez

Community Engagement Lead

Experience leading engagement for multiple climate action plans for municipal clients.

Alyssa leads outreach and engagement for a diversity of projects at Cascadia, where she focuses on community outreach and engagement, communications planning, facilitation, creative services, and project management. She has managed and led outreach, engagement, and communications for multiple capital transportation projects, serves as the manager for King County's Communities of Opportunities, and has led the engagement for multiple Climate Action Plans including the City of Edmonds (WA), the City of Gig Harbor (WA), and Foster City (CA). Before coming to Cascadia, Alyssa worked for sustainable consulting and community-based organizations, where she gained experience with recycling outreach, sustainability planning and reporting, and local food systems. Alyssa is a former Edmonds resident and has led multiple citywide outreach projects there related to climate change and development.

CREDENTIALS

BA in Business and Sustainability, Western Washington University

EXPERIENCE

Engagement Lead | **City of Edmonds Climate Action Plan**

Project Manager | **King County: Communities of Opportunities Learning Community**

Project Manager and Engagement Lead | **City of Gig Harbor Climate Action Plan**

Project Manager | **City of Foster City Climate Action Plan Engagement**

Engagement and Strategy Lead | **Clallam County Climate Action Plan**

Engagement Support | **King County Hazardous Waste Management Program Plan Update**

Jenn Schmidt, GISP

GIS Lead

Specializes in developing GIS overlay models that combine scientific expertise and available spatial data to support municipal planning and funding prioritization.

Jenn is a GIS Specialist with 18 years of experience using GIS and related technologies to analyze rivers, coastlines, and floodplains and map and model geospatial trends in the Pacific Northwest. She is passionate about identifying rigorous and cost-effective data analysis methods to help support decision making. One of Jenn's primary areas of expertise is developing GIS overlay models that combine scientific expertise and available spatial data to identify and prioritize areas for multi-benefit habitat restoration projects over large geographic areas. In addition to analysis, Jenn is an expert at compiling and managing large volumes of spatial data and has used the publicly available datasets in Washington on hundreds of projects. Jenn is adept at synthesizing spatial datasets from multiple sources into attractive maps, tables, interactive tools, and other visual products that are tailor for easy understanding by a variety of audiences. She is experienced in public engagement and facilitation for projects and is adept in helping to bridge the gap between technical language and policy/science.

CREDENTIALS

MAS in Spatial Analysis for Public Health, Johns Hopkins, 2019
BA in Geography – GIS Emphasis, University of Washington, 2004
Penn State, Graduate Certificate in Applied Statistics, 2017
Certified Geographic Information Systems Professional (GISP), GIS Certification Institute, 2010
Visual Basic Programming Certificate, University of Washington, 2007
SQL Server Specialist Certificate, University of Washington, 2009

EXPERIENCE

GIS Lead | **City of Kent Parks & Open Space Plan Update and Climate Vulnerability Assessment**

GIS Lead | **WA State Parks Shoreline Vulnerability Assessment and Climate Adaptation Implementation**

GIS Lead | **Seattle Parks and Recreation Olmsted200 Tree Prioritization Planning**

GIS Lead | **Seattle Public Utilities Longfellow Starts Here Water Quality Infrastructure Integrated Plan**

GIS Lead | **King County WLRD Cedar River Corridor Plan and Capital Investment Strategy**

GIS Lead | **City of Shoreline Impact and Resiliency Study**

GIS Lead | **City of Tacoma Climate Change Resilience Study**

Randall Taylor, PLA

Landscape Architect/Arborist

Combined landscape architecture and arborist expertise.

Randall has 15 years of experience. His passion lies at the intersection of design, sustainability, and nature. He is also an ISA Certified Arborist with experience conducting tree health assessments, supervising tree plantings, and providing tree trimming recommendations for a wide range of public and private clients. As a landscape architect, Randall strives to create public spaces that are aesthetically pleasing, purpose driven, and seamlessly meld with the surrounding native ecologies. His work and studies have focused on urban and ecological design. Randall has worked on a diverse range of projects for public and private clients that include master planning and conceptual visioning as well as extensive variety of constructed projects. His work has included urban plazas, streetscapes, and civic spaces; park and recreation projects; schools and educational campuses; multi-use developments, commercial retail spaces, and residential design. In addition, Randall is a LEED Accredited Professional.

CREDENTIALS

BS in Landscape Architecture, The Ohio State University, 2007
Professional Landscape Architect #20120242, Washington, 2020
ISA Certified Arborist, PN-8280A, 2016
LEED AP BD+C, GBCI#: 0010717209, 2013

EXPERIENCE

Lead Arborist | **City of Redmond Senior Center Tree Inventory**

Lead Arborist | **Providence Supportive Housing Landscape Design**

Landscape Architect | **Skagit County Pressentin Park Recreational Improvements**

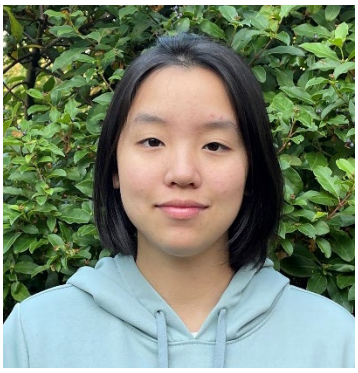
Landscape Design Support | **City of Albany Waterfront Development**

Landscape Design Support | **WSDOT SR 167 Completion**

Landscape Design Support | **City of Seattle Broadview 12th Ave. Drainage Improvements**

Landscape Design Support | **City of Lynden Judson Street Downtown LID Project**

Shawree Zhang



Environmental Scientist

Experienced in vegetation assessment fieldwork and monitoring for multiple local clients including the City of Redmond.

Shawree has experience with forest and vegetation surveys; drafting technical reports; and mitigation site, stream, and water quality monitoring. She has contributed to many restoration and stormwater projects. Her field experience includes water quality, habitat and vegetation assessment. Shawree has supported fieldwork around the Seattle area including recent monitoring efforts in the Cities of Redmond and Bellevue.

CREDENTIALS

BS in Environmental Science and Resource Management, University of Washington, 2022

EXPERIENCE

Field Scientist | **City of Redmond Paired Watershed Project**

Field Scientist | **City of Bellevue Vegetation Monitoring**

Field Scientist | **City of Issaquah Hillside Park Wetland Delineation**

Field Scientist | **WSDOT SR 167 Completion**

Field Scientist | **King County Elliott Bridge Reach Off-Channel Habitat and Floodplain Reconnection**

Field Scientist | **Sound Transit East Link Wetland and Stream Mitigation**

Field Scientist | **City of Lynnwood Equitable Park Access Plan**

Field Scientist | **Sound Transit Gilliam Creek Mitigation Monitoring**

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