

2020 Environmental Sustainability Action Plan Action Crosswalk

Action	Role in 2025 Plan	Time Frame Established in 2020 Plan	Primary Department/Division	Brief Summary
TRANSPORTATION & LAND USE				
(T1) Increase the Equitable Use of Non-SOV Modes of Transportation				
T1.1 - Implement Growth and Transportation Efficiency Center program.				
Develop a framework and implementation plan for the City's Growth and Transportation Efficiency Center (GTEC) program in order to integrate transportation demand management (TDM) actions with infrastructure improvements, facilitate growth, and maximize the efficiency of transportation infrastructure.	Remove - ongoing	Ongoing	Planning - Long Range	Work is underway through the Transportation Master Plan update and ongoing transportation planning work.
T1.2 - Commuter Mobility Partnerships				
Partner with organizations such as the Transportation Management Association (TMA) to increase commuter mobility and efficient use of transportation systems through services, incentives, education, and the promotion of single occupancy vehicle alternatives to residents.	Remove - ongoing	Ongoing	Planning - TPE	This is a core element of transportation planning efforts in partnership with GoRedmond. https://www.redmond.gov/951/Commute-Resources .
T1.3 - Multimodal Transit/Facilities				
Partner with transit agencies to maintain and enhance multimodal transit services and related facilities, including better first/last mile access to transit and preparing for opening of Link Light Rail.	Remove - ongoing	Ongoing	Planning - TPE	4 light rail stations are now open, numerous ongoing efforts are underway to activate light rail and reduce VMT.
T1.4 - Pilots for Trip Reduction				
Continue piloting trip reduction initiatives such as app-based carpooling and scooter/bike share.	Remove - ongoing	Ongoing	Planning - TPE	In collaboration with KCM and Hopelink, the City started Community Van - https://www.goredmond.com/redmond-community-van The City continued the micromobility pilot with Lime (ebikes & e-scooters). The City was awarded a grant to operate a shuttle from the DT light rail station.
T1.5 - Reevaluate TDM Performance Measures				
Reevaluate and revise TDM performance measures as needed to ensure they are directly linked to Redmond's livability, sustainability, and affordability.	Remove - complete	Ongoing	Planning - TPE	All other performance measures will be finalized through the TMP by the end of 2025.
T1.6 - Mobility Data Publication				
Continue to refine and improve mobility for all targets and data tracking systems. Make the programs and data available for the public.	Remove - complete	Ongoing	Planning - TPE	Updated, although performance measures are being updated and finalized through the TMP by the end of 2025. https://www.redmond.gov/850/
T1.7 - Improve Student Alternative Transport				
Improve alternative transportation options for local schools.	Remove - ongoing	Ongoing	Planning - TPE	All schools participated in the SchoolPool program. The City also partnered with Sustainable Neighborhood Ambassador Program (SNAP) bringing Redmond student capacity to work on transportation specific campaigns for Redmond High School.
T1.8 - Increase New Mobility Options				
Encourage and foster the use of new mobility options, such as bike share, electric bike and scooter, and ride hailing.	Integrated into 2025 Plan through Action 3.4	Near term	Planning - TPE	Lime bike/scooter share pilot is being made permanent with a new contract going into effect January 1, 2025. Also, see T1.4
T1.9 - Bike Storage Incentives and Requirements				
Develop incentives for current development and mandates for new development to increase the number of safe bicycle storage spaces around planned light rail stations.	Remove - complete	Near term	Planning - TPE	Code currently requires new development to provide bike parking. The TMP bike chapter will include strategies for providing convenient and secure bike parking within the public right of way in urban centers and mobility hubs to encourage more bike trips to urban centers.
T1.10 - Active Mobility Infrastructure Investments				
Identify and implement pedestrian and bicycle infrastructure investments that promote connectivity, safety, and mobility for all.	Integrated into 2025 Plan through Action 3.1	Mid term	Planning - TPE	The City is prioritizing improvements to bicycle lanes and crossings by enhancing bicycle safety through ongoing paving projects, as well as the installation of Rapid Rectangular Flashing Beacons (RRFB) and pedestrian-activated crossing signals. Additional initiatives include Capital Improvement Projects (CIP) such as the continuation of the 156th Shared Use Path, extension of the NE 40th St shared use path, and in 2025 ped/bike safety enhancements to 148th Ave NE, and citywide speed reduction study.
T1.11 - Comprehensive Transportation Outreach and Education				
Develop education and outreach programs and materials for transportation initiatives related to reducing emissions and community mobility.	Remove - ongoing	Mid term	Planning - TPE	Move Redmond hosted Walk and Talks throughout the city highlighting new transportation projects, continued with bike maintenance and learning to ride a bike classes, and well as Open Streets and the 2 Line Opening.
(T2) Leverage Sustainable Land Use Policy to Encourage Non-SOV Modes of Transportation				
T2.1 - Downtown Redmond Parking				
Implement Downtown Strategic Parking Management Plan's Conditions Report subsequent phases to evaluating parking needs and management.	Integrated into 2025 Plan through Action 3.3	Ongoing	Planning - TPE	The Downtown Parking Plan will be updated in 2025.

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T2.2 - Transportation Master Plan Implementation Support development of the Transportation Master Plan and the implementation of a complete streets policy.	Remove - ongoing	Ongoing	Planning - TPE	Work is underway with the TMP update and expected to be complete by the end of 2025. The TMP is centered around a complete streets network.
T2.3 - Unbundle Parking Develop an ordinance requiring unbundled parking in all rental housing so residents that do not own a car will not have the cost of parking bundled in their rent.	Remove - ongoing	Near term	Planning - Long Range	This is standard practice.
T2.4 - Diversify Housing Options Allow for ADU, duplexes, 4+8 unit apartments/condos, ADUs, and retrofits in single family zones to promote affordable higher density housing/commercial development.	Remove - complete	Mid term	Planning - Long Range	The City's Housing Element and zoning regulations have been revised to implement HB 1110 and HB 1337 requirements. Adoption is scheduled for end of 2024.
T2.5 - Parking Maximums/Minimums Develop parking maximum and minimum requirements in urban areas and along transit corridors.	Intagrated into 2025 Plan through Action 3.3	Mid term	Planning - Long Range	Updates to the Transportation Element and Redmond's Zoning Code are drafted and will reduce or eliminate parking minimums. These updates are scheduled for adoption by the end of 2024.
T2.6 - Increase "Spine Network" Goal 2030 Identify new partnerships and funding sources to support an increased "spine" bike network above the current expectation of 51% completion by 2030 and identify opportunities to provide bicycling facilities that will be comfortable for more riders, such as cycle tracks/multi-use paths.	Intagrated into 2025 Plan through Action 3.1	Mid term	Planning - Long Range Planning - TPE	Updates to the Bicycle Design Guide are underway.
T2.7 - Create More Walkable Communities Review and update land use and zoning policy to promote more walkable built environment.	Remove - complete	Mid term	Planning - Long Range	This action is on track to be complete through Redmond 2050.
T2.8 - Ten-minute Communities Review and update lad use, zoning, and planning policy to prioritize the development of affordable 10-minute communities. These walkable communities prioritize accessibility and meet commercial, recreational, and transportation needs.	Remove - redundant	Mid term	Planning - Long Range	See T2.7
(T3) Shift to More Efficient and Lower-Carbon Fuels				
T3.1 - Freight VMT/Idling Identify and implement opportunities for reducing freight VMT and idling, especially from delivery trucks.	2030+	Ongoing	Planning - TPE	Continued work is underway to evaluate VMT reduction opportunities are being explored through the Transportation Master Plan update.
T3.2 - Advanced Clean Car Standards Continue to support the State to retain and improve upon its 2018 decisions to adopt California's Advanced Clean Car Standards.	Intagrated into 2025 Plan through Action 2.6	Ongoing	Executive - Sustainability	Work continued at the state level. In Dec. 2022, Washington adopted California's vehicle emissions standards. The Clean Vehicles Program rule increases zero emission vehicle sales of passenger cars, light-duty trucks, and medium-duty vehicles to 100% starting in 2035. It also requires cleaner burning engines in medium- and heavy-duty trucks. https://ecology.wa.gov/air-climate/air-quality/vehicle-emissions
T3.3 - EV Demand Eval & Parking Requirements Review EV infrastructure strategy and predictions for EV adoption with input from PSE and other regional stakeholders, including evaluation for EV parking supply and demand and ways to make charging more accessible.	Intagrated into 2025 Plan through Action 3.3	Ongoing	Executive - Sustainability	The Transportation Master Plan includes a new e-mobility strategy.
T3.4 - Electrical Code for EVs Update electrical code to ensure adequate electrical capacity is available to serve one electric vehicle charging station per parking space.	Remove - complete	Near term	Planning - DSC	City code now requires 100% EV ready for multifamily, in addition to state requirements.
T3.5 - EV Charging Business Partnerships Partner with organizations such as OneRedmond to encourage businesses to install charging stations at workplaces and to provide support for commercial entities interested in providing charging stations for their employees.	Intagrated into 2025 Plan through Action 3.6	Near term	Executive - Sustainability	PSE continues to expand its Up & Go program to support infrastructure for workplace charging. https://www.pse.com/en/pages/electric-cars/Workplace-charging
(T4) Reduce Energy Consumption and Emissions Associated with City Fleet Use				
T4.1 - Municipal Fleet Conversion Continue implementing the Green Fleet Purchasing Policy.	Intagrated into 2025 Plan through Action 3.9	Ongoing	Public Works - Mobility Infrs.	20 fleet EV chargers were installed at the Municipal Parking garage to support the City's growing fleet of EVs. https://www.redmond.gov/1815/Green-Fleet-Operations
T4.2 - Telecommuting and Alternative Work Schedule Expand telecommute and flexible schedules for City employees and encourage Redmond businesses to adopt.	Remove - ongoing	Near term	Human Resources	The City's telecommuting policy was adopted in 2022, permitting approved staff to work virtually. https://www.redmond.gov/1955/
BUILDINGS & ENERGY				
(B1) Support Building Sustainability, Education, Technical Assistance, and Code Advancement				

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<p>B1.1 - Production Incentive Support</p> <p>Support Washington State renewable energy production incentives that encourage the development of residential and commercial solar and other distributed generation and storage projects.</p>	Integrated into 2025 Plan through Action 2.6	Ongoing	Executive - Sustainability	City Council approved updates to the Green Building Incentive Program in 2025, which includes land use incentives for additional solar and battery storage for new developments.
<p>B1.2 - Support/Advocate for New Codes</p> <p>Work with advocacy organizations and Regional Code Council (RCC) to support and implement state energy code advancement.</p>	Integrated into 2025 Plan through Action 2.6	Ongoing	Executive - Sustainability	The 2021 Energy Code was adopted in March 2024 and includes significant strides in electrification and energy efficiency.
<p>B1.3 - Green Starter Kits</p> <p>Coordinate with regional programs such as EnviroStars to promote and distribute sustainability starter kits to businesses and homes looking to go green.</p>	Integrated into 2025 Plan through Action 1.1	Near term	Executive - Sustainability	EnviroStars program offers support and resources for businesses. Limited staff capacity has impacted efforts to expand programming to residential.
<p>B1.4 - Solar and EV-Ready Infrastructure Requirements</p> <p>Require "solar-ready" and EV infrastructure for all new commercial and residential development.</p>	Remove - complete	Near term	Planning - DSC	2021 State Building Code includes requirement for EV ready infrastructure. https://apps.leg.wa.gov/wac/default.aspx?cite=51-50-0429 The 2021 code went into effect in March 2024. Redmond proactively adopted Appendix T, which requires solar ready provisions for residential and town homes. https://redmond.municipal.codes/RMC/15.08.020 Through zoning code, City requires 100% EV ready for multifamily and 20% for commercial.
<p>B1.5 - Green Certification Incentives</p> <p>Reevaluate, promote and incentivize through zoning code green certification programs for commercial and multi-family buildings and development, including Built Green, LEED, and Salmon-Safe Urban Development Certification.</p>	Integrated into 2025 Plan through Action 2.1 and 2.4	Near term	Executive - Sustainability	Council approved updates to the Green Building Incentive Program in May 2024. The new program includes increase requirements for all electric construction, increased building efficiency, and other green building outcomes, in alignment with the ESAP.
<p>B1.6 - Low-Interest Loans</p> <p>Explore low interest loan options to finance energy efficiency upgrades for commercial and residential buildings.</p>	Integrated into 2025 Plan through Action 1.1	Near term	Executive - Sustainability	City continued to advertise King County's CPACR program. Energy Smart Eastside is evaluating low interest loans for residential programming.
<p>B1.7 - Universal Efficient Building Standard</p> <p>Adopt a universal standard for energy-efficient buildings, such as the International Residential (IRC) codes for sustainable residential buildings, that considers feasibility and affordability for building owners and tenants.</p>	2030+	Near term	Executive - Sustainability	City Council approved updates to the Green Building Incentive Program in 2025, which includes energy, embodied carbon, and EV requirements for new construction.
<p>B1.8 - Pipelines for Employment</p> <p>Collaborate with higher education institutions to develop pipelines for employment in green construction industry professional services.</p>	2030+	Near term	Human Resources	The Energy Smart Eastside program is exploring workforce development opportunities through a grant awarded by the Department of Commerce.
<p>B1.9 - Phase Out HFCs</p> <p>Work with King County to phase out use and disposal of hydrofluorocarbons (HFCs) such as from vehicle and building air conditioning units.</p>	Integrated into 2025 Plan through Action 2.6	Near term	Executive - Sustainability	Work continued in collaboration with the K4C - HFC phase out remained a priority of the K4C legislative agenda.
<p>B1.10 - Height/sf Incentives for Energy Upgrades</p> <p>Create and implement a program offering additional height and floor area incentives for significant upgrades in energy and water use.</p>	Remove - complete	Mid term	Executive - Sustainability	See action B1.5
(B2) Advance Green Building within City Facilities				
<p>B2.1 - Financing for Energy Efficiency</p> <p>Assess various options for financing and grants to energy efficiency projects for municipal buildings.</p>	Remove - ongoing	Ongoing	Executive - Sustainability	The City is currently leveraging the state Department of Enterprise Services Energy Performance Contract to advance energy efficiency retrofits at City Hall and the Public Safety Building. The projects are underway and scheduled to be complete in 2026.
<p>B2.2 - Energy and Water Retrofits</p> <p>Continue to implement energy and water conservation retrofits and operational improvements for municipal facilities, street lights and traffic signals, and pump stations.</p>	Remove - ongoing	Ongoing	Parks - Ops	The City completed a Facility Condition Assessment and associated decarbonization component to inform maintenance practices. The City also initiated a lighting retrofit at City Hall and comprehensive energy efficiency work at the Public Safety Building to reduce energy consumption and support Clean Buildings Performance Standard compliance.
<p>B2.3 - Facilities Strategic Maintenance Plan</p> <p>Coordinate and implement recommendations from the Facilities Strategic Maintenance Plan that support sustainability. Evaluate option for an internal Revolving Fund as a dedicated source of capital, funded by savings from energy efficiency upgrades.</p>	Integrated into 2025 Plan through Action 1.7	Ongoing	Parks - Ops	Lighting and HVAC, and controls projects are underway at multiple facilities in support of the FSMP, including an energy efficiency project at City Hall and the Public Safety Building.
<p>B2.4 - Resource Conservation Management Plan</p> <p>Develop a Resource Conservation Management Plan and general government policy to guide energy efficiency investments, operations, and behaviors in City facilities.</p>	Remove - ongoing	Ongoing	Parks - Ops	Work is underway to update the RCMP through the Facility Condition Assessment and compliance with the Clean Buildings Performance Standard.
<p>B2.5 - Information Technology Improvements</p> <p>Implement solutions to reduce energy demand from the City's IT infrastructure.</p>	Remove - ongoing	Ongoing	Executive - Sustainability	The City leverages cloud computing for its IT infrastructure, which are powered by clean electricity thanks to Microsoft's commitment to sustainability.

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<p>B2.6 - New City Building Green Certification</p> <p>Develop a policy that requires all new municipal owned buildings shall be constructed to a minimum certification level, such as the Gold level as defined by the U.S. Green Building Council (USGBC) Leadership in Energy & Environmental Design (LEED) for New Construction.</p>	Intagrated into 2025 Plan through Action 2.9	Near term	Executive - Sustainability	Work is underway through the Facility Condition Assessment and Decarbonization Component.
<p>B2.7 - Existing City Building Green Certification</p> <p>Implement updates needed for existing City buildings to achieve ENERGY STAR or equivalent recognition. Continue to track progress in platform such as EPA Portfolio Manager.</p>	2030+	Near term	Executive - Sustainability	All City facilities are benchmarked through EPA Portfolio Manager. Certification for exiting City buildings is not being pursued at this time due to staff capacity, although a detailed analysis was completed of City Hall and the Public Safety Building in support of the Clean Buildings Performance Standard compliance.
<p>B2.8 - Embodied and Operational Carbon</p> <p>Introduce a policy/program to address embodied and operation carbon in municipal operations.</p>	Intagrated into 2025 Plan through Action 2.10	Mid term	Executive - Sustainability	Not started
(B3) Shift to Renewable Energy Sources and Building Decarbonization				
<p>B3.1 - Financial Tools for Renewables</p> <p>Employ financial tools or group purchases to incentivize the installation of on-site renewable energy. Group purchasing can greatly reduce the cost of installing renewables by securing bulk purchasing discounts.</p>	Remove - redundant	Near term	Executive - Sustainability	See B3.3
<p>B3.2 - Cross-Departmental Task Force</p> <p>Develop a cross-departmental task force that works to address challenges related to land use code in siting renewable energy and other sustainability facilities in the city.</p>	Intagrated into 2025 Plan through Action 2.7	Near term	Planning - Process Improvement	Not started
<p>B3.3 - Fuel Switching Pilot Program</p> <p>Pilot a voluntary program that focuses on residential and commercial fuel switching from natural gas to electric.</p>	Intagrated into 2025 Plan through Action 1.1	Near term	Executive - Sustainability	The City, in partnership with the Eastside Climate Partnership, operate the residential heat pump program Energy Smart Eastside. The program includes a low income full cost coverage program and a moderate income incentive. More than \$5M in grant funds have been secured to support growth of the program, including contractor engagement, workforce development evaluation, and capacity building. https://www.redmond.gov/1771 .
<p>B3.4 - Green Building Training</p> <p>Educate City planning and permitting staff on codes and approaches for incentivizing decarbonization, such as through electric head pumps. Update permitting process if needed to quickly review and flag decarbonization projects.</p>	Intagrated into 2025 Plan through Action 2.1	Near term	Planning - DSC	Staff training is an ongoing element of the Development Services programming. City staff have been training on the updated code (adopted March 2024) given the extensive changes.
<p>B3.5 - Fuel Switching Contractor Training</p> <p>Conduct contractor training and development of sales packages for building owners wanting to get off fossil fuels.</p>	Intagrated into 2025 Plan through Action 1.1	Mid term	Executive - Sustainability	See B3.3
<p>B3.6 - Incentivize Electrification</p> <p>Implement incentives such as expedited and free permitting for switching from fossil fuel (e.g. natural gas) to renewable electricity.</p>	Intagrated into 2025 Plan through Action 1.1	Mid term	Executive - Sustainability	See B1.5 and B3.3
<p>B3.7 - All-Electric New Construction</p> <p>Evaluate natural gas consumption and emissions trends and explore incentives for all-electric construction. Consider restrictions on new natural gas hookups in developments and buildings under a phase-in schedule that considers technological feasibility, need based on community-wide emissions and pair with relevant exemptions.</p>	2030+	Long term	Executive - Sustainability	Not started
(B4) Prepare the Energy Grid for Future Conditions				
<p>B4.1 - PSE Smart Grid Technologies</p> <p>Partner with PSE to implement in Redmond their smart grid technologies meant to improve reliability and management of the grid.</p>	Intagrated into 2025 Plan through Action 2.2 and 1.4	Ongoing	Executive - Sustainability	Past efforts include opportunities to pilot PSE's new Demand Response program at the Senior and Community Center when the utility rolls out the program. The City also completing a grant-funded solar plus storage feasibility study at five city facilities.
<p>B4.2 - Energy Storage</p> <p>Introduce a policy to streamline permitting and interconnection processes for energy storage projects.</p>	2030+	Mid term	Planning - Process Improvement	Not started
(B5) Expand Performance Benchmarking and Improvements				
<p>B5.1 - Energy Use Disclosure</p> <p>Require energy use disclosure and benchmarking for buildings, starting with commercial ad multifamily buildings over a size threshold.</p>	Intagrated into 2025 Plan through Action 1.2	Near term	Executive - Sustainability	All buildings 50,000 SF and above must benchmark buildings, per the state Clean Buildings Performance Standard. The square footage threshold was lowered to 20,000 SF during the 2021 legislative session. Buildings must meet a specific energy use intensity target. Washington is the first state in the country to adopt such requirements. The City will launch technical assistance to support compliance with this state mandate through education and supportive programming. https://www.commerce.wa.gov/growing-the-economy/energy/buildings/clean-buildings-standards/

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B5.2 - Efficiency Requirements Above Cost/sf Threshold Require that all permitted residential and nonresidential building improvements over a square footage or cost threshold evaluate and enhance energy efficiency.	2030+	Mid term	Executive - Sustainability	See B5.1
B5.3 - Point-of-Sale Weatherization Introduce point-of-sale efficiency and performance standards for residential and commercial buildings, with affordable pathways for small businesses and lower and moderate-income households.	Integrated into 2025 Plan through Action 1.6	Mid term	Executive - Sustainability	Not started
B5.4 - Large Commercial/Industrial Efficiency Requirement and Tune-up Ordinance Building on proposed WA state policy, develop a phased timeline when all existing non-residential commercial and industrial buildings over a square footage threshold must meet energy performance standards and implement efficiency upgrades and improvements that provide a positive return on investment.	Integrated into 2025 Plan through Action 1.3	Long term	Executive - Sustainability	See B 5.1
MATERIALS MANAGEMENT & WASTE				
(M1) Increase Diversion of Community Waste while Reducing Cross-Contamination within Waste Streams				
M1.1 - Regional Composting Work with K4C to develop a composting master plan to expand community and regional composting infrastructure.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	The City executed a new solid waste agreement with Recology. The new agreement includes embedded organics services for all customer classes. The City also conducted ongoing education and outreach to businesses and multifamily properties to maximize diversion and reduce contamination. At the state level, Washington is working through the rule making for House Bill 1799 (HB 1799) requiring diversion of organic materials away from landfill disposal and towards food rescue programs and organics management facilities. HB 1799 requires all commercial businesses to have organics and recycling. https://ecology.wa.gov/Waste-Toxics/Reducing-recycling-waste/Waste-reduction-programs/Organic-materials/2022-organics-management-law
M1.2 - Multi-family Outreach Provide recycling and composting education and outreach targeted at multifamily property managers and tenants.	Integrated into 2025 Plan through Action 4.1	Ongoing	Public Works - Utilities & Environ	See M2.1
M1.3 - New Construction Waste Stream Efficiency and Opportunity Work with multifamily developers, owners and residents, as well as commercial buildings, to develop requirements for new construction to provide sufficient space and safety for recycling and food waste collection, along with garbage.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	Required in current code
M1.4 - Food Donation Support a food donation program for grocery stores to send surplus food.	Remove - no longer relevant	Near term	Public Works - Utilities & Environ	Research was done with grocers, and surplus food is being saved and routed to programs, there is no need for City intervention on this topic.
M1.5 - Citywide Compostables Requirement Require compostable and paper disposables in restaurants and stores.	Integrated into 2025 Plan through Action 4.2	Mid term	Public Works - Utilities & Environ	This action will be re-evaluated in 2025/2026 following statewide Styrofoam ban for take-out containers.
M1.6 - Incentive Based Models Conduct comparative research to understand where other cities have had success with incentive-based models such as disposal fee.	Remove - ongoing	Mid term	Public Works - Utilities & Environ	Rates already incentivize lower disposal.
M1.7 - End Use Market for Recyclables Partner regionally to bolster the market for recycled materials, to accommodate increased flows from implementation of diversion actions. Include options for addressing non-recyclable plastics.	Integrated into 2025 Plan through Action 4.5	Mid term	Public Works - Utilities & Environ	EPR passed and will be implemented over the next several years.
M1.8 - City Recycle Reuse Explore ways the City can recycle and reuse during its normal maintenance.	Integrated into 2025 Plan through Action 4.7 & 4.8	Mid term	Public Works - Utilities & Environ	Programs for recycling and Surplus of City equipment already exist and are embedded in operations.
M1.9 - Recyclables Ban Prohibit disposal of targeted recoverable traditional recyclable materials and organics in single and multi-family garbage.	2030+	Mid term	Public Works - Utilities & Environ	Not started

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M1.10 - Commercial Recycling Requirements Require commercial property owners/managers to provide recycling and organics collection containers and service that are as convenient as garbage containers and adequate to serve the number of tenants.	Remove - ongoing	Mid term	Public Works - Utilities & Environ	See M1.1
M1.11 - Mandatory Curbside Collection for Residents Explore the introduction of mandatory curbside collection of recyclables and organics for all single and multi-family residences. Develop a right-sized program for Redmond.	Remove - ongoing	Long term	Public Works - Utilities & Environ	EPR and Organics Management laws at the state level are moving the City this way. No City action needed.
M1.12 - Solid Waste Disposal Encourage and assist exploration for sustainable solid waste disposal options to prepare for post-2040, in addition to expanding Cedar Hills.	Remove - ongoing	Long term	Public Works - Utilities & Environ	The City is an active participant in the King County Long Term Disposal Option Subcommittee to inform next disposal option.
(M2) Reduce Community Waste Generation				
M2.1 - Waste Reduction Outreach Build and implement community outreach and education plans around proper waste reduction, recycling, composting, with a focus on food waste.	Integrated into 2025 Plan through Action 4.1	Ongoing	Public Works - Utilities & Environ	The City has a long standing and robust education and outreach program including: annual site visits to multifamily properties; collaboration with schools; commercial technical assistance; video library; residential education and outreach webinars and events; front porch pick ups and more. Learn more at https://www.redmond.gov/389/
M2.2 - Stewardship Policies Support and advocate for strong product stewardship policies at the state and national levels, minimizing environmental impacts of product and packaging throughout all lifecycle stages, especially manufacturing.	Integrated into 2025 Plan through Action 4.5	Ongoing	Public Works - Utilities & Environ	The City is a leading stakeholder advocating for proposed extended producer responsibility regulations and other key pieces of legislation.
M2.3 - Community Zero Waste, Repair, Upcycling Workshops Host zero waste, repair/reuse, or upcycling community workshops.	Integrated into 2025 Plan through Action 4.1	Near term	Public Works - Utilities & Environ	The Sustainable Living Program hosts classes and does outreach by tabling at events and public locations, including the Redmond Library, the Redmond Farmers Market, Rockin' on the River, etc. From 2022 to 2023, there was a 50% increase in the number of people who directly engaged with Sustainable Living outreach (2,184 in 2023, versus 1,454 in 2022). In 2023, we focused more on our efforts on tabling than classes which resulted in more engagement.
M2.4 - Styrofoam Policy and Engagement Engage businesses that use Styrofoam in Redmond. Explore Styrofoam reduction through policy mandates and implement, as appropriate.	Remove - complete	Mid term	Public Works - Utilities & Environ	In 2021 the state legislature passed SB 5022 which bans Styrofoam for food packaging and strengthens markets for recycled plastic. No additional programming is in place at the City at this time.
M2.5 - Zero Waste Assistance Provide zero waste building planning assistance.	Remove - unclear action	Mid term	Public Works - Utilities & Environ	Not started
(M3) Reduce Waste and Environmental Impact from City Purchasing and Operations				
M3.1 - Reduce City Landfill Waste Provide composting and recycling at all City buildings and for all municipal operations, including specialized items.	Integrated into 2025 Plan through Action 4.6 and 4.7	Ongoing	Public Works - Utilities & Environ	Composting and recycling are available at all key facilities.
M3.2 - Increase Use of Electronic Documents Enhance systems for electronic documentation and file-sharing.	Remove - ongoing	Ongoing	TIS	The City now leverages DocuSign for contract routing and other approvals. Prior to 2020, these documents were executed by paper agreements.
M3.3 - City Food Waste Recycling Continue food waste recycling at City Hall, the Maintenance and Operations Center, Public Safety Building, Senior Center, Teen Center, and all city fire stations.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	See M3.1
M3.4 - Green Purchasing/Procurement Develop and enforce green City purchasing procedures and policies, including for green cleaning materials and support end-use markets for recycled materials.	Integrated into 2025 Plan through Action 4.8	Near term	Public Works - Utilities & Environ	A draft Sustainable Purchasing Policy is complete. Staff are working to rollout systems and components of the policy by the end of 2024.
M3.5 - Fleet Hazardous Waste Set a policy/goal for hazardous waste generated by the city's Purchasing and Fleet divisions (separate) to be zero or near zero.	2030+	Mid term	Public Works - Mobility Infr.	Not started
(M4) Address Constructions and Demolition (C&D) Waste				
M4.1 - Contractor Outreach Conduct contractor outreach and job site technical assistance to encourage reduction, reuse, and recycling of C&D waste.	Remove - ongoing	Near term	Public Works - Utilities & Environ	Implementation materials for the City's recently adopted C&D recycling policy, including a contractor and developer guide are published.

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M4.2 - C&D Diversion Requirements Develop comprehensive policies around C&D recycling and recovery. Prohibit disposal of recoverable C&D materials.	Intagrated into 2025 Plan through Action 4.3	Mid term	Public Works - Utilities & Environ	A construction and demolition recycling policy was adopted by Council in April 2024. The policy requires projects to track and report C&D waste recycled. The policy will go into effect in 2025. Implementation materials, including a contractor and developer guide will be developed in 2024/2025.
M4.3 - C&D Recycling Service Require recycling service for C&D materials at all job sites.	Remove - complete	Mid term	Public Works - Utilities & Environ	See M4.3
M4.4 - C&D Reuse Partnerships Coordinate with King County and area cities to develop end-use markets for recyclable/recycled C&D materials.	Remove - ongoing	Mid term	Public Works - Utilities & Environ	
NATURAL SYSTEMS				
(N1) Protect and Enhance Equitably Accessible Native Habitats and Open Space and Support Local Agriculture				
N1.1 - Enforce Critical Areas Code and Regulations				
Strengthen, revise, and enforce codes for critical areas including, fish and wildlife habitat conservation areas, frequently flooded areas, geologically hazardous areas, unstable slopes, and associated areas and ecosystems.	Remove - ongoing	Ongoing	Planning - Current Planning	Policy updates complete through Redmond 2050, including Temporary Construction Dewatering policies. https://www.redmond.gov/1325
N1.2 - Watershed Approach for Restoration				
Use watershed approach for habitat restoration planning and activities and update Redmond's Watershed Management Plan on a regular basis (plan states every 5 years).	Remove - complete	Near term	Public Works - Utilities & Environ	The Watershed Plan update is complete and will be incorporated into the Stormwater and Surface Water System Plan currently in development. The SSWSP is scheduled for adoption in 2025.
N1.3 - Urban Agriculture Expansion				
Partner with nonprofits, low income communities, and underrepresented communities to expand urban agriculture opportunities in community gardens, schools, and parks and on rooftops.	Remove - ongoing	Mid term	Parks - Planning	Research work has been completed to help determine a site in the Downtown core area. The proposed site now needs to be routed for proper approvals before the City can move into design. Should the sites be approved, the goal is to have the sites ready for the public by spring 2025 planting.
N1.4 - Habitat Protection Zoning				
Support planning and zoning efforts that protect natural resources, including water resources, open space, and habitats.	Remove - complete	Mid term	Public Works - Utilities & Environ	Updates were made to the Critical Area section of the Zoning Code in 2024. These updates increased protections for Critical Areas and will be adopted through Redmond 2050.
N1.5 - Community Education and Outreach				
Educate community on importance of local, native, and drought-tolerant habitats and planting.	Intagrated into 2025 Plan through Action 5.11	Mid term	Public Works - Utilities & Environ	Work continued in partnership with Cascade Water Alliance. Educational information was distributed through the Summer 2024 Focus as well as Cascade Gardner classes offered throughout the year. https://cascadewater.org/water-efficiency/teacher-student-learning-resources/
N1.6 - Urban Forestry Staff				
Hire additional staff to implement the goals and strategies associated with increasing canopy cover across the city and to update the 20-year plan.	Intagrated into 2025 Plan through Action 16	Mid term	Parks - Ops	The City hired an AmeriCorps Fellow for the 24/25 service year to support Tree Canopy Strategic Plan goals. Key priorities include the development and implementation of a residential tree giveaway program.
N1.7 - Private Development Restoration Requirements				
Require private development to address restoration issues onsite and explore options for enhanced requirements.	2030+	Mid term	Planning - Long Range	Not started
N1.8 - Address Developed Areas that Flood				
Establish development standards, prioritize habitat, establish ecosystem minimums for habitat development, and/or purchase areas for development and retrofit of developed areas that flood or have degraded habitat and water quality.	Intagrated into 2025 Plan through Action 5.9	Mid term	Public Works - Utilities & Environ	Not started
(N2) Enhance Resilience of Natural Areas and Systems to Climate Change				
N2.1 - Forest Management Plan Implementation				
Continue to make progress on and update the 20-year Forest Management Plan developed by the Green Redmond Partnership to restore and enhance natural areas, assess current urban forest health, and outline future urban forest goals and strategies.	Intagrated into 2025 Plan through Action 5.12	Ongoing	Parks - Planning	See N4.1 and N4.2
N2.2 - Drought/Heat Tolerant Plantings				
Acquire plants grown from regional seed to support continued genetic diversity of native species and resilience of native habitat and soil and are able to be drought-tolerant, climate-adapted, and efficiently sequester carbon.	Remove - ongoing	Ongoing	Parks - Planning	The City developed and adopted a Climate Resilience and Sustainability in Vegetation Management Plan in 2024 to guide planting and maintenance practices in alignment with the ESAP and Climate Vulnerability Assessment. www.redmond.gov/953/
N2.3 - Improve Fish Passage				
Remove barriers to fish migration and prevent the creation of new barriers.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	Ongoing practice
N2.4 - Green Space Access				
Implement the Parks, Arts, Recreation, Culture and Conservation (PARCC) Plan to ensure access to green space, with a focus on areas of poor or unequal access.	Remove - ongoing	Ongoing	Parks - Planning	The PARCC Plan was updated in 2023. Implementation is ongoing.

Action	Role in 2025 Plan	Time Frame Established in 2020 Plan	Primary Department/Division	Brief Summary
N2.5 - Update Critical Habitat Update priority habitat corridors for preserving and enhancing critical habitat for wildlife and incorporate into departmental plans and codes such as critical areas.	2030+	Near term	Public Works - Utilities & Environ	The City is updated the Wildlife Habitat Plan, which includes corridor mapping that complements updated critical area regulations for wetland buffers.
N2.6 - Drought-tolerant and Lawn Removal Incentives Establish incentives/rebates for drought tolerant residential landscaping and removal of grass lawns.	Remove - ongoing	Mid term	Public Works - Utilities & Environ	Cascade Water Alliance Incentive
(N3) Expand Green Infrastructure and Associated Services				
N3.1 - IPM Plan for City Owned Properties Use Redmond Park's Integrated Pest Management (IPM) plan for city-owned properties.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	The City launched a cross departmental team to develop and integrate an IPM policy into City maintenance and operations practices. That policy was adopted and in place in 2022.
N3.2 - Environmental BMP & Design Standard Implementation & Enforcement Implement and enforce Environmental Best Management Practices & Design Standards on development and redevelopment projects.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	Standard specifications and requirements are outlined in the Stormwater Technical Notebook. https://www.redmond.gov/392/Stormwater-Utility
N3.3 - Proactively Maintain Stormwater Infrastructure Proactively maintain stormwater infrastructure including pipes, catch basins, vaults, ponds, and swales.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	This is a core element of the City's programming and permit requirements.
N3.4 - Stormwater Capital Improvement Plan Updates Update the stormwater capital improvement plan at least annually and implement the flood reduction, water quality improvement, and habitat enhancement CIPs according to the established schedule.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	Core element of City's stormwater programming.
N3.5 - Restore Redmond's Watersheds Implement the recommendations of the Redmond's Watershed Management Plan.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	2024 project completion updates: Monticello (Opti monitor and control SW management system installs x 2).
N3.6 - Update the City's Watershed Plan The City will update the Watershed Plan and utilize the best available science and technology to evaluate the previous plan's goals.	Remove - complete	Near term	Public Works - Utilities & Environ	4 stormwater ponds in Monticello Creek Watershed have been retrofitted with active control systems that reduce the frequency of high-energy, erosive flows into Monticello Creek. The City has been awarded a \$400K grant from the Department of Ecology for watershed planning in High School Creek Watershed (a priority watershed) starting in 2025. The City is using a King County grant to conduct an "enhanced street sweeping" monitoring program in Tosh Creek watershed to assess the effectiveness of this BMP on stream water quality.
N3.7 - Stormwater Flow Control Retrofits Construct or retrofit stormwater flow control and infiltration facilities.	Remove - ongoing	Near term	Public Works - Utilities & Environ	2024 saw the installation and completion of Opti-system at two sites - Redmond Transit Center and Overlake Station SW Vaults.
N3.8 - Stormwater Treatment Retrofits Construct or retrofit stormwater runoff treatment facilities.	Remove - ongoing	Near term	Public Works - Utilities & Environ	Redmond treats stormwater runoff as sites redevelop or are retrofitted using a variety of facilities that hold, filter, or treat the runoff. These facilities range from small Best Management Practices treating less than an acre, to large regional facilities that treat entire basins in Redmond. 2024 saw the completion of the 90th Street Pond project.
N3.9 - Regional Stormwater Facilities Plan Coordinate development of the City's urban centers with stormwater management improvements to meet the City's water quality goals, support new development that is required by the Growth Management Act, and do so in a cost-effective way.	Remove - ongoing	Near term	Public Works - Utilities & Environ	The City continues to implement the Redmond Paired Watershed Study to assess the effectiveness of watershed restoration actions in Toss and Monticello Creek Watersheds. This study will end in 2026.
N3.10 - Drainage System Resilience Prepare natural drainage systems for changes in precipitation patterns.	Intagrated into 2025 Plan through Action 5.14	Near term	Public Works - Utilities & Environ	The City was awarded a grant to complete a white paper outlining the best practices and standards in this space. A subsequent grant was awarded in 2024 to complete the second phase of this project, which is to update the City's precipitation data to integrate climate change, and integrate that data into the City's stormwater model. That work is currently underway.
N3.11 - Urban Biodiversity Mapping Inventory and map urban biodiversity for the prioritization of <u>enhancement, protection, and re-connection</u> .	2030+	Near term	Public Works - Utilities & Environ	High-level biodiversity mapping has been integrated into the Wildlife Habitat Plan update (N2.5). Detailed biodiversity mapping will need to be funded separately.
N3.12 - Stormwater Retrofit Incentives Plan, create incentives for, and support green stormwater retrofit projects such as rain gardens and other low-impact designs.	2030+	Mid term	Public Works - Utilities & Environ	
N3.13 - Assess Health of City-owned ROW Trees Assess the health of natural systems for parks and ROW trees (urban forests will be part of 20-year plan). Develop goals, risk tolerances, and restoration strategies to manage tree species and canopy cover.	Remove - ongoing	Mid term	Parks - Ops	A City hired arboriculture consulting firm conducted a health and risk assessment of trees located on city-owned parcels and rights-of-way. Hazardous trees were identified for future pruning or other mitigation work to keep our community safe. The City hired a tree care company to perform the mitigation work outlined in the assessment. The City will continue this work into 2025-2026.

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(N4) Increase Citywide Tree Canopy				
N4.1 - Planting in Open Space Park Lands Increase canopy on City's property by planting open space areas in parks consistent with park master plan, street trees, riparian and restoration plantings.	Intagrated into 2025 Plan through Action 5.12	Ongoing	Parks - Ops	The Parks Department and volunteers planted 664 trees and 380 plants in 2023. In addition, the Public Works Department planted 2,071 trees and 951 plants in stream buffers and critical areas to further support habitat restoration and tree canopy goals. In total 2,735 trees were planted in 2023.
N4.2 - Reevaluate Tree Regulations Reevaluate tree regulations to protect existing canopy and to ensure trees are replanted with a "right sized tree." Develop best practices for tree health and maintenance.	Remove - ongoing	Ongoing	Parks - Ops	Tree code updates are currently underway.
N4.3 - Tree Canopy LiDAR Dataset Acquire updated LiDAR dataset to reset canopy baseline.	Remove - complete	Ongoing	Public Works - Utilities & Environ	The City currently leverages Infrared aerial imagery from the United States Department of Agriculture, which is analyzed using GIS image analyst tools. The City also integrated aerial imagery analysis in 2023 and 2024 in partnership with other cities across the region.
N4.4 - Neighborhood Matching Grants for Tree Canopy Cover Encourage use of Neighborhood Matching Grants to maintain and increase canopy in neighborhoods, especially for low-cost or no-cost trees, where canopy is needed based on tree canopy plans for neighborhoods.	Remove - no longer relevant	Ongoing	Executive - Sustainability	N/A - The neighborhood matching grants program ended in 2021.
N4.5 - Tree Canopy Policies Add new policies to the comprehensive plan describing the tree canopy goal, timeframe, and other key strategies that includes maintaining and updating canopy data and tracking tree removal and replacement.	Remove - complete	Near term	Planning - Current Dev	Updated tree policies were complete through Redmond 2050 Natural Environment element.
N4.6 - Targeted Parcel Acquisition Evaluate acquisition of forest parcels, especially in neighborhoods or zones with less canopy, to preserve current urban forest cover.	2030+	Mid term	Parks - Planning	Not started
N4.7 - Tree Canopy Dashboard Develop an outward facing dashboard that allows public to see tree canopy performance measures for stormwater, heating/cooling, air quality, public health, economic development and climate.	Remove - complete	Mid term	TIS	Dashboard is published and available at https://www.redmond.gov/1726/
N4.8 - Develop Tree Canopy Plans for Neighborhoods Work with neighborhoods in ongoing efforts to increase canopy and forest health in their neighborhoods.	2030+	Mid term	Parks - Planning	Not started
WATER MANAGEMENT				
(W1) Achieve a Secure and Sustainable Water Supply that is Equitable, Affordable, and Accessible				
W1.1 - Align with Regional Planning Ensure continued alignment of City water management actions with regional planning framework, City policies, sustainability practices, and state and federal environmental regulations.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	This continues to be a core element of the City's work, including commenting on state and federal regulations, serving as an active member of Cascade Water Alliance, and Temporary Construction Dewatering policy changes.
W1.2 - Climate Risks to Water Availability Evaluate risks to water availability due to changes in precipitation patterns (more frequent drought conditions, high precipitation events, low recharge).	Intagrated into 2025 Plan through Action 5.10	Mid term	Public Works - Utilities & Environ	The City completed a Climate Vulnerability Analysis in 2022 which explored key climate risks and the vulnerabilities to various systems in our community. Additional work is planned to update the City's groundwater model to consider climate through a climate planning grant. https://www.redmond.gov/1708/Climate-Preparedness
(W2) Conserve Community Water Resource and Maximize Water Efficiency Savings				
W2.1 - Community Awareness Program Conduct climate-science based community awareness programs for water conservation practices.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	This is a core element of outreach and education work completed through Cascade Water Alliance.
W2.2 - Water-efficient Landscaping Continue to install and implement water-efficient landscaping and practices for streetscapes (including traffic circles), park sites, City facilities, and City-maintained plantings.	Remove - ongoing	Ongoing	Public Works - Ops	The City completed the Climate Resiliency and Sustainability in Vegetation Management Plan.
W2.3 - "One water" Education Expand public education on water conservation and the "one water" concept that all water is reusable.	Remove - redundant	Near term	Public Works - Utilities & Environ	See W2.1
W2.4 - New Standards for Resilience in Water Systems Study and determine if new standards need to be adopted to strengthen infrastructure to address increased flooding, such as larger bridges and culverts and other stormwater conveyance systems.	Intagrated into 2025 Plan through Action 5.14	Near term	Public Works - Utilities & Environ	The City was awarded a grant to complete a white paper outlining the best practices and standards in this space. A subsequent grant was awarded in 2024 to complete the second phase of this project, which is to update the City's precipitation data to integrate climate change, and integrate that data into the City's stormwater model. That work is currently underway.

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W2.5 - Water Usage Reduction Strategy Create a Water Usage Reduction Strategy to provide the strategic framing for all other water efficiency strategies and actions.	Intagrated into 2025 Plan through Action 5.10	Near term	Public Works - Utilities & Environ	Not started
W2.6 - Grey Water for Irrigation Study code barriers and code/policy incentives for promoting greywater reuse over traditional irrigation. Establish a plan to upgrade irrigation controls and operational efficiency on City properties using grey water.	2030+	Mid term	Public Works - Utilities & Environ	Not started
W2.7 - Golf Course Recycled Water Partner with King County to use recycled water for irrigation of golf courses. Develop a plan to have all public golf courses 100% irrigation with recycled water.	2030+	Long term	Public Works - Utilities & Environ	Not started
(W3) Protect Quality and Quantity of Drinking Water Resources				
W3.1 - Identify Groundwater Impacts Protect groundwater by identifying impacts to groundwater through inspection and education.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	This work is a core element of the City's Wellhead Protection Program. https://www.redmond.gov/831/GroundwaterWellhead-Protection
W3.2 - Ground Contamination Management Refine a plan to manage existing groundwater contamination. Identify and address groundwater resources at risk. Include a monitoring and tracking program.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	See W3.1
W3.3 - Groundwater Monitoring Program Monitor groundwater monitoring well network to identify impacts to water quality and quantity early, monitor emerging contaminants, and provide an early warning to supply wells.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	Completed winter 2024 monitoring and report.
W3.4 - Update TCD Code Conduct a triple bottom line analysis of temporary construction dewatering (TCD) to determine policy options to reduce tensions between water resources management and compact growth.	Remove - complete	Ongoing	Public Works - Utilities & Environ	Code changes to limit TCD incorporated into Redmond 2050 updates
W3.5 - Septic/Sewer System Improvements Eliminate direct discharge into the stormwater system from the sanitary and private septic/sewer systems.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	No changes in 2023/2024
W3.6 - Water Efficiency Standards Increase water efficiency and resiliency standards for new development such as requiring dual piping so new buildings are rainwater/reclaimed water ready.	2030+	Mid term	Public Works - Utilities & Environ	Not started
W3.7 - Irrigation Water Efficiency Revise City codes to promote greater irrigation water efficiency. Considerations could include: rate change, irrigation standards, equipment upgrades, and scaling up properties.	2030+	Mid term	Public Works - Utilities & Environ	Not started
W3.8 - Septic Elimination/Sewer System Expansion Encourage conversion from on-site wastewater disposal systems as sewer lines become available so that all septic systems in the city are eventually eliminated.	Remove - outside scope	Long term	Public Works - Utilities & Environ	See W3.5
W3.9 - Landscaping and Irrigation Standards Require drought-tolerant planting and efficient irrigation systems on all new development.	2030+	Long term	Public Works - Utilities & Environ	Not started
CLIMATE RESILIENCE & CROSS-CUTTING				
(C1) Ensure All City Services and Infrastructure are Resilient to Climate Change Impacts				
C1.1 - Regional Collaboration for Utility Resilience Participate in regional efforts that increase Redmond's capacity to respond to climate change impacts to City-run utility services.	Remove - ongoing	Ongoing	Public Works - Utilities & Environ	The City is part of the Puget Sound Regional Climate Preparedness Collaborative and engages in various regional resilience planning initiatives, such as the collaborative effort led by King County to address heat mitigation strategies in the region.
C1.2 - Reevaluate Environmental BMPs and Design Standards for all City Properties Participate in regional efforts that increase Redmond's capacity to respond to climate change impacts to City-run utility services.	Remove - ongoing	Mid term	Public Works - Utilities & Environ	See W2.4
C1.3 - Wildfire Response Ensure local fire department has the equipment and training to manage wildfires.	Remove - complete	Mid term	Fire	Wildland firefighting gear was procured in 2022 to expand Redmond's wildfire fighting capabilities.
C1.4 - Backup Power Projects Identify and prioritize solar and microgrid power projects at critical City-owned facilities and at targeted districts.	Intagrated into 2025 Plan through Action 1.10	Mid term	Executive - Sustainability	See B4.1
C1.5 - Wildfire Mitigation Planning Identify permanent funding from the City of Redmond to support forest health improvements to reduce wildfire risk and expand public awareness campaigns on wildfires.	2030+	Mid term	Fire	Not started

Action	Role in 2025 Plan	Time Frame Established in 2020 Plan	Primary Department/Division	Brief Summary
(C2) Enhance Resilience of Populations that will be Disproportionately Impacted by Climate Change				
C2.1 - Equity Commitments Commit to climate policy through an equity lens. Reassess current City programs (including the actions in this plan) to evaluate and state equity goals in the face of climate change and sustainability issues.	Intagrated into 2025 Plan through foundational to implementation	Ongoing	Executive - Sustainability	Efforts continued to implement the City's sustainability efforts through an equity lens. Key initiatives include the Climate Vulnerability Index to inform key audiences, EV infrastructure planning, and the Energy Smart Eastside Boost program, which provides full cost coverage heat pump installations for low income community members.
C2.2 - Vulnerability Roadmap Conduct a communitywide climate vulnerability assessment (e.g. urban heat islands, air pollution) to identify and implement resilience-building actions.	Remove - complete	Near term	Executive - Sustainability	The City completed a Climate Vulnerability Assessment and Index in 2022. The Assessment also included potential strategies and considerations for teams as they make updates to their comprehensive plan elements and strategic plans.
C2.3 - Comprehensive Vulnerability Planning Ensure all City plans (e.g. Comprehensive Plan, Emergency Management Plan) account for vulnerable populations and communities.	Remove - ongoing	Near term	Executive - Sustainability	Sustainability and resilience are core pillars of the Redmond 2050 update. In addition, the City completed the Climate Vulnerability Assessment through Redmond 2050 to weave resilience considerations into all aspects of the draft Environmental Impact Statement and Redmond 2050 update. https://www.redmond.gov/1708/Climate-Preparedness
C2.4 - Impacts to Communities of Concern Ensure that the City provides opportunities to gather public feedback and understand the impacts of plan implementation on communities of concern.	Intagrated into 2025 Plan through Action 5.4	Near term	Executive - Sustainability	The city and ESAC hosted multiple community events to receive feedback from the community.
C2.5 - Disadvantaged Workers Ensure contracts for City construction projects for energy efficiency, fuel conversion, and green energy provide opportunities for local hiring and disadvantaged worker employment.	2030+	Mid term	Finance	Not started
C2.6 - Critical Areas Resilience Evaluate and respond to impacts in Critical Areas due to larger storms and warmer, drier summer weather (steep slopes, wetlands, upland riparian areas, upland restoration areas, instream habitat, aquifer recharge areas.)	2030+	Mid term	Public Works - Utilities & Environ	Not started
C2.7 - Neighborhood Visioning & Resilience Hubs Support neighborhoods in the development of Neighborhood Visioning Plans. Plans should share sustainability findings and identify infrastructure such as corner stores to serve as "resilience hubs" that sustain neighborhoods in the event of an emergency.	Intagrated into 2025 Plan through Action 5.5	Mid term	Planning - Long Range	Not started
C2.8 - Severe Weather Building Standards Develop building standards that include greater resistance to high winds and flooding.	2030+	Long term	Executive - Sustainability	Climate resilient design standards integrated adopted through Redmond 2050.
(C3) Institutionalize Consideration of Sustainability and Climate Change Across City Activities and Decision-making				
C3.1 - Align Budget with Climate Goals Align City budget decisions around climate mitigation and climate resiliency initiatives.	Remove - ongoing	Ongoing	Finance	The City leverages budgeting by priorities. Healthy and Sustainable is one of the four budget priorities. Learn more. https://www.redmond.gov/988/
C3.2 - GHG Monitoring & Dashboard Continue to benchmark, report, and regularly monitor community and municipal GHG emissions. Consider building a public-facing dashboard that includes information on Redmond's GHG emissions and personal carbon footprints.	Remove - ongoing	Ongoing	Executive - Sustainability	The sustainability data dashboard was published in 2022. The City continues to make enhancements to improve the user experience and metrics tracked. https://www.redmond.gov/1726/ The City also publishes annual progress reports that include other metrics not captured in the dashboard.
C3.3 - Leverage Smart Cities Strategies Leverage the rollout of smart cities strategies to support projects that improve sustainability tracking, emissions reduction, and cost savings related activities.	Remove - ongoing	Ongoing	TIS	The City continues to evaluate and deploy smart technology strategies to support city operations, including transportation and stormwater applications. Most recently the city expanded use of the Opti system to two new storwmater ponds to regulate flow out of the ponds.
C3.4 - Carbon Neutrality Plan for City Operations Develop a plan for City operations to achieve carbon neutrality.	Remove - complete	Near term	Executive - Sustainability	The City Operations Zero Carbon Strategy was adopted by Council in 2021. This Strategy sets the course for Council's Climate Emergency Declaration. https://www.redmond.gov/DocumentCenter/View/21088
C3.5 - Climate Awareness for Employees Build City employees climate change awareness in their role for considering climate impacts in their day-to-day decisions at work.	Remove - ongoing	Near term	Executive - Sustainability	Training and staff engagement part of ongoing work. New hire training in development.
C3.6 - Strategies to Expand Employee Participation Develop a cross-departmental working group or program to expand participation in climate solution strategies and environmental sustainability programming among City staff by the Sustainability Manager.	Remove - ongoing	Near term	Executive - Sustainability	The internal Sustainability Governance Committee was reorganized in 2024 to better support the growth of the sustainability work at the City. The internal team has been in place since 2021.
C3.7 - Climate Consideration Policy Implement a policy requiring all major City capital projects, procurements, and policies consider and attempt to mitigate climate change impacts, including contracting as possible from women & minority-owned businesses.	Intagrated into 2025 Plan through Action 2.9	Near term	Public Works - Utilities & Environ	Not started
C3.8 - City Environmental Sustainability ROI Develop and implement standard for creating project-specific return on investment determinations for environmental sustainability throughout a project's lifecycle.	2030+	Near term	Public Works - CIP	Not started

Action	Role in 2025 Plan	Time Frame Established in 2020 Plan	Primary Department/Division	Brief Summary
C3.9 - Economic ROI Tools to Encourage Climate Protection Create financial tools that capture the full lifecycle costs and benefits of City decisions, including the ROI of energy efficiency projects and the environmental costs of products and services.	Intagrated into 2025 Plan through Action 2.8	Mid term	Public Works - CIP	Not started
(C4) Pursue Cross-Sectoral, Community Wide Solutions to Address Climate Change and Cross-Cutting Sustainability Issues				
C4.1 - Countywide Commitment to Renewable Energy Resources Build on existing state renewable energy commitments, including the Washington State Renewable Portfolio Standard (RPS), to partner with local utilities, state regulators and other stakeholders on a countywide commitment to renewable energy resources.	Remove - ongoing	Ongoing	Executive - Sustainability	The City continues to advocate at the state level and work in partnership with PSE to support the growth of renewable energy resources.
C4.2 - K4C Financing Opportunities Request K4C to hire a financial expert to develop strategies for King County and its cities and utilities to create financing opportunities for climate change mitigation and implementation projects (e.g. state and federal policy changes).	Remove - ongoing	Ongoing	Executive - Sustainability	King County adopted the C-PACER program to provide financing for commercial upgrades. The City promotes the C-PACER program on its website. Ongoing collaborative efforts are being explored for residential programs.
C4.3 - EPA Air Quality Standards Partner with Puget Sound Clean Air Agency to track and monitor Redmond's air quality and potentially reevaluate plans to ensure they align with 100% of US EPA National Ambient Air Quality Standards.	2030+	Near term	Executive - Sustainability	Not started
C4.4 - K-12 Education Support an educational agenda to enhance outreach and awareness efforts for K-12 schools on environmental stewardship and partner with organizations to help implement.	Intagrated into 2025 Plan through Action 5.3	Ongoing	Executive - Sustainability	The City partnered with Sustainability Ambassadors in 2024 to support additional engagement with schools. Key topics underway through Sustainability Ambassadors include transpiration and energy. Additional City/K-12 efforts are underway through multiple efforts including Redmond 2050, Cascade Water Alliance, Nature Vision, Green Schools, and the Eastside Climate Challenge.
C4.5 - Climate Policy Advocacy Advocate for climate policy at the state level.	Intagrated into 2025 Plan through Action 2.6	Ongoing	Executive - Sustainability	Climate and sustainability remain key pillars of the City's legislative agenda.
C4.6 - Climate Awareness for Residents Provide educational resources (e.g. GHG monitoring tools) and opportunities to help residents become aware of and engage in implementation of the Redmond Climate Action Implementation Plan and sustainability initiatives.	Intagrated into 2025 Plan through Action 5.1	Near term	Executive - Sustainability	Multiple tools and resources available.
C4.7 - Youth Sustainability Ambassadors Train youth, through the school systems, to be youth sustainability ambassadors.	Remove - ongoing	Near term	Executive - Sustainability	The City launched a partnership with Sustainability Ambassadors in 2024 to support youth engagement at Redmond High School.
C4.8 - Community Check-Ins Provide ample opportunities to engage the community around sustainability issues and needs, and incorporate feedback into ongoing sustainability programs and initiatives. Include periodic community surveys to solicit feedback and understand concerns, such as costs.	Remove - ongoing	Near term	Executive - Sustainability	The City launched quarterly office hours in 2023 where staff and members of the Environmental Sustainability Advisory Committee are out in the community and available to answer questions about sustainability efforts. Events included library office hours, coffee shop meet ups, and building tours of green buildings in Redmond.
C4.9 - Local Carbon Sequestration Evaluation Evaluate the potential to sequester carbon through local projects, such as enhancing local tree canopy and green infrastructure, and implement actions to achieve further emission reductions.	2030+	Near term	Executive - Sustainability	A high level evaluation was completed with the adoption of the City's Zero Carbon Strategy.
C4.10 - Environmental Justice Program Develop an environmental justice program that identifies the communities suffering from environmental burdens, such as air quality hotspots. Explore partners to work with to close the gap on these inequities and reduce burdens.	2030+	Mid term	Executive - DEI	N/A
CLIMATE EMERGENCY DECLARATION				
CED 1: Carbon Neutrality by 2030. Reach carbon neutrality from municipal operations by 2030, striving for an annual reduction target of at least 10% of greenhouse gas emissions.	Intagrated into 2025 Plan through Action 1.7, 1.8, 1.9, 1.10, 2.9, 2.10	Mid term	Executive - Sustainability	In 2022 government operations emissions decreased 55% compared to the 2011 baseline. This was primarily driven by the transition to Puget Sound Energy's Green Direct program. Efforts to decarbonize the City building supply and fleet are in progress, but eliminating GHGs from City operations is not likely within next five years.
CED 2: Water Conservation. Increase water conservation practices, reduce water intensity, and implement strategies to minimize use of potable water in municipal operations to achieve a net positive water footprint by 2030.	2030+	Mid term	Public Works - Utilities and Environ	Water efficient fixtures are installed as equipment fails, but achieving a net positive water footprint from City operations is not likely within next five years.
CED 3: Zero Waste of Resources. Reduce waste generation across municipal operations to meet a zero-waste goal by 2030.	Intagrated into 2025 Plan through Action 4.6, 4.7, 4.8, 4.9	Mid term	Public Works - Utilities and Environ	Multiple efforts are underway, including the development of a Sustainable Purchasing Policy, Construction and Demolition Recycling policy (approved by Council in 2024), and ongoing recycling and composting services at City facilities. Despite this, achieving zero waste of resources in not likely within the next five years.
CED 4: Divest from Fossil Fuels. Divest from fossil fuels in COR investment portfolio by 2030, seek supplemental assistance, and develop strategic partnerships to include green financing options when feasible.	2030+	Mid term	Finance	Staff capacity has been allocated to the D365 upgrade. Efforts on this action are anticipated to begin in 2026.

Action	Role in 2025 Plan	Time Frame Established in 2020 Plan	Primary Department/Division	Brief Summary
CED 5: Green Building Incentives for Private Development. Adopt a minimum standard for private vertical construction to meet a minimum of LEED Silver, Built Green 4 Star, or equivalent prior to receiving any public incentives from the City by 2022.	Complete	Mid term	Executive - Sustainability, Planning - Long Range	Updates to the Green Building Incentive Program were complete through Redmond 2050. Requirements of the proposed program include land use incentives for all electric and other green building attributes in new construction and major redevelopments. https://www.redmond.gov/1921
CED 6: Green Building Standards for City Operations. Adopt a minimum standard for new public vertical construction to LEED NC Gold or better and a minimum standard for existing buildings operations and maintenance for LEED EBOM Silver or better.	Intagrated into 2025 Plan through Action 2.8	Mid term	Executive - Sustainability	Decarbonization planning and policy development is underway through the Facility Condition Assessment and Decarbonization planning project.
CED 7: Green Direct. Maintain participation in Puget Sound Energy's Green Direct Energy Partnership for clean energy in municipal operations.	Complete	Mid term	Executive - Sustainability	The City sources dedicated clean electricity from PSE's Green Direct program. Renewable electricity powers 84.5% of City operations electricity consumption (not natural gas).
CED 8: Staff Training. Recognize that our employees will be our biggest asset in advancing innovation, and we will create new opportunities to enable them to contribute to our efforts. Establish a minimum 10% of City staff receive Climate Change education/training annually with a minimum of 50% of employees trained on or before the end of 2025.	Ongoing	Mid term	Executive - Sustainability	Training and staff engagement part of ongoing work. New hire training in development.
CED 9: Mode Shift Investments. Invest in transportation mode-shift by prioritizing pedestrian, bicycle, and transit-oriented projects.	Intagrated into 2025 Plan through Action 3.1, 3.2, 3.4, 3.5	Mid term		Multiple efforts are ongoing to continue to prioritize mode-shift including projects to support light rail activation, updates to the Transportation Master Plan, e-scooter pilot, and more.
CED 10: Climate Vulnerability Assessment. Prepare a Vulnerability Risk Assessment Strategy by July 2021, analyzing local risks, losses, and other impacts due to wildfires, sea level rise, heatwaves and drought, extreme weather, extreme precipitation and flooding, and more than one extreme event in succession.	Complete	Mid term		The City developed and adopted the Climate Vulnerability Assessment in 2023 in partnership with Redmond 2050. https://www.redmond.gov/1708/
CED 11: Policy Impacts. Provide informational statements on greenhouse gas impacts, greenhouse gas reduction, and fiscal impacts with respect to policy and budget decisions to provide wholistic environmental decision making.	2030+	Mid term		Not started.
CED 12: GHG Reporting for City Operations. Adopt a tool to monitor and report on the full carbon and energy footprint for the city for all departments and all capital projects within two years.	Ongoing	Mid term		GHG reporting for City operations is completed every two years. The next inventory update is scheduled for 2025, for calendar year 2024. Capital project emissions are not calculated at this time.
CED 13: Integrated Pest Management. Transition to a fully integrated pest and vegetation management system that is free of harmful chemicals and eliminates noxious weeds.	Complete	Mid term		The City launched a cross departmental team to develop and integrate an IPM policy into City maintenance and operations practices. That policy was adopted and in place in 2022.