

City of Redmond



Agenda

Regular Business Meeting

Tuesday, March 16, 2021

7:00 PM

**Remote Viewing: [Redmond.gov/rctlive](https://www.redmond.gov/rctlive), Facebook (@CityofRedmond),
Comcast Channel 21, Ziply Channel 34, or listen at 510-335-7371**

City Council

Mayor

Angela Birney

Councilmembers

Tanika Kumar Padhye, President

Jeralee Anderson, Vice-President

David Carson

Steve Fields

Jessica Forsythe

Varisha Khan

Vanessa Kritzer

REDMOND CITY COUNCIL

AGENDA SECTION TITLE REFERENCE GUIDE

Items From The Audience provides an opportunity for citizens to address the Council regarding any issue. Speakers must sign their intention to speak on a sheet located at the entrance of the Council Chamber, and limit comments to **four minutes**.

The **Consent Agenda** consists of routine items for which a staff recommendation has been prepared, and which do not require further Council discussion. A council member may ask questions about an item before the vote is taken, or request that an item be removed from the Consent Agenda and placed on the regular agenda for more detailed discussion. A single vote is taken to approve all items remaining on the Consent Agenda.

Public Hearings are held to receive public comment on important issues and/or issues requiring a public hearing by State statute. Citizens wishing to comment will follow the same procedure as for 'Items from the Audience', and may speak after being recognized by the Mayor. After all persons have spoken, the hearing is closed to public comment. The Council then proceeds with its deliberation and decision making.

Staff Reports are made to the Council by the department directors on issues of interest to the Council which do not require Council action.

The **Ombudsperson Report** is made by the Councilmember who is serving as ombudsperson. The ombudsperson designation rotates among Council members on a monthly basis. She/he is charged with assisting citizens to resolve problems with City services. Citizens may reach the ombudsperson by calling the Mayor's office at (425) 556-2101.

The **Council Committees** are created to advise the Council as a whole. They consider, review, and make recommendations to the Council on policy matters in their work programs, as well as issues referred to them by the Council.

Unfinished Business consists of business or subjects returning to the Council for additional discussion or resolution.

New Business consists of subjects which have not previously been considered by Council and which may require discussion and action.

Ordinances are legislative acts or local laws. They are the most permanent and binding form of Council action and may be changed or repealed only by a subsequent ordinance. Ordinances normally become effective five days after they are published in the City's official newspaper.

Resolutions are adopted to express Council policy or to direct certain types of administrative action. A resolution may be changed by adoption of a subsequent resolution.

Quasi-Judicial proceedings are either closed record hearings (each side receiving ten minutes maximum to speak) or public hearings (each speaker allotted four minutes each to speak). Proceedings are those in which the City Council determines the rights or privileges of specific parties (Council Rules of Procedure, Section IV., J).

Executive Sessions - all regular and special meetings of the City Council are open to the public except for executive sessions at which subjects such as national security, property acquisition, contract bid negotiations, personnel issues and litigation are discussed.

Redmond City Council Agendas, Meeting Notices, and Minutes are available on the City's Web Site:

<http://www.redmond.gov/CouncilMeetings>

FOR ASSISTANCE AT COUNCIL MEETINGS FOR THE HEARING OR VISUALLY IMPAIRED:

Please contact the City Clerk's office at (425) 556-2194 one week in advance of the meeting.

I. SPECIAL ORDERS OF THE DAY**II. ITEMS FROM THE AUDIENCE**

Please contact the Clerk's Office at cityclerk@redmond.gov to provide comment. Please label written public comment as "Items from the Audience" (500 word limit) or verbal comment at the time of the meeting is available by contacting the Clerk's Office for coordination by 3 p.m. on March 16th

III. CONSENT AGENDA**A. Consent Agenda**

1. Approval of the Minutes: March 2, 2021, Regular Business Meeting, and March 9, 2021, Special Meeting (Digital recordings of Regular City Council meetings are available for purchase by contacting the City Clerk's Office, and on-demand videos are available online.)

[Regular Meeting Minutes for March 2, 2021](#)

[Special Meeting Minutes for March 9, 2021](#)

2. Approval of Payroll/Direct Deposit and Claims Checks

[Council Payroll Check Approval Register, February 2021](#)

[Payroll Check Approval Register, March 10, 2021](#)

[Check Approval Register, March 16, 2021](#)

3. [**AM No. 21-037**](#) Adoption of the Resolution Approving the Housing Action Plan

a. Resolution No. 1544: A Resolution of the City Council of the City of Redmond, Washington, Approving the Housing Action Plan as a Guiding Document with Recommendations for Future Housing Policy, Planning, and Regulatory Amendments to Improve Housing Diversity, Quantity, and Affordability to Meet the Needs of All Economic Segments of the Community
(Planning)

[Attachment A: Resolution](#)

[Attachment B: Exhibit A to Resolution - Final Housing Action Plan](#)

[Attachment C: City Council Comment Matrix](#)

4. [**AM No. 21-038**](#) Approval of City of Redmond Utilities Strategic Plan

(Public Works)

[Attachment A: City Council Final Issues Matrix](#)

[Attachment B: Final Draft Utilities Strategic Plan](#)

5. [AM No. 21-039](#) Approve Revised Interlocal Agreement with the City of Kirkland for Willows Road Intertie
(Public Works)

[Attachment A: Revised Interlocal Agreement](#)

[Attachment B: Vicinity Map](#)

[Attachment C: 1-25-2021 Council Memo](#)

6. [AM No. 21-040](#) Confirmation of Appointments and Reappointments of Board and Commission Members
(Executive)

B. Items Removed from the Consent Agenda

IV. HEARINGS AND REPORTS

A. Public Hearings

B. Reports

1. Staff Reports

- a. [AM No. 21-041](#) Redmond 2050 Quarterly Update - First Quarter 2021
(Planning)

[Attachment A: Community Involvement Summary](#)

[Attachment B: Presentation](#)

2. Ombudsperson Report

Carson

3. Committee Reports

- a. Approval of Committee Work Plans

[2021 Parks and Human Services Work Plan](#)

[2021 Planning and Public Works Work Plan](#)

V. UNFINISHED BUSINESS

VI. NEW BUSINESS

VII. EXECUTIVE SESSION

VIII. ADJOURNMENT



City of Redmond

15670 NE 85th Street
Redmond, WA

Memorandum

Date: 3/16/2021

Meeting of: City Council

File No. SPC 21-025

Type: Minutes

Approval of the Minutes: March 2, 2021, Regular Business Meeting, and March 9, 2021, Special Meeting (Digital recordings of Regular City Council meetings are available for purchase by contacting the City Clerk's Office, and on-demand videos are available online.)

CALL TO ORDER AND ESTABLISHMENT OF QUORUM

A Regular Meeting of the Redmond City Council was called to order by Mayor Angela Birney at 7:08 p.m. The meeting was held remotely. Council members present and establishing a quorum were: Anderson, Carson, Forsythe, Khan, Kritzer and Padhye.

MOTION: Councilmember Padhye moved to excuse Councilmember Fields from attendance at the meeting. The motion was seconded by Councilmember Forsythe.

VOTE: The motion passed (6 - 0)

SPECIAL ORDERS OF THE DAY

A. COVID-19 Update

Mayor Birney reported to the Members of the Council regarding city operations and addressing COVID-19.

ITEMS FROM THE AUDIENCE

Mayor Birney opened Items from the Audience at this time.

The following person commented as the President of Cascadia College regarding the State of the College Address: Eric Murray.

The following persons spoke in support of the Housing Action Plan: Hossein Khorram, Ryan Donohue, and Mallory Van Abbema.

The following person commented regarding greenhouse gas emissions, green power and CO2 capture technologies: David Morton.

There being no one else requesting to provide comment, Mayor Birney closed Items from the Audience at this time.

CONSENT AGENDA

MOTION: Councilmember Padhye moved to approve the Consent Agenda. The motion was seconded by Councilmember Carson.

1. Approval of the Minutes: February 16, 2021, Regular Business Meeting
2. Approval of Payroll/Direct Deposit and Claims Checks

PAYROLL/DIRECT DEPOSITS AND WIRE TRANSFERS:

#186601 through #186616
#109384 through #110081
#1282 through #1286

\$3,712,993.85

CLAIMS CHECKS:

#431700 through #431914

\$2,344,459.87

3. AM No. 21-032: Approval of an Interlocal Agreement to Provide Law Enforcement Mutual Aid for an Independent Force Investigation Team King County (IFIT KC)
4. AM No. 21-033: Adoption of a Resolution Approving the Allocation of \$508,300 from the City's CIP Housing Trust Fund for A Regional Coalition for Housing (ARCH) Fall 2020 ARCH Executive Board Housing Trust Fund Recommendations
 - a. Resolution No. 1543: A Resolution Authorizing the Duly Appointed Administering Agency for a Regional Coalition for Housing (ARCH) to Execute all Documents Necessary to Enter into Agreements for the Funding of Affordable Housing Projects, as Recommended by the ARCH Executive Board, Utilizing Funds from the City's Housing Trust Fund
5. AM No. 21-034: Adoption of an Ordinance for Approval of the Final Plat of Redmond 13
 - a. Ordinance No. 3035: An Ordinance of the City of Redmond, Washington, Approving the Final Plat of Redmond 13 Pursuant to RCW 58.17.170 and RZC 21.74.030, and Establishing an Effective Date

VOTE: The motion passed (6 - 0).

ITEMS REMOVED FROM THE CONSENT AGENDA

3. AM No. 21-032: Approval of an Interlocal Agreement to Provide Law Enforcement Mutual Aid for an Independent Force Investigation Team King County (IFIT KC)

MOTION: Councilmember Carson moved to approve AM No. 21-032. The motion was seconded by Councilmember Padhye.

VOTE: The motion passed (6 - 0).

MOTION: Councilmember Forsythe moved that Council Review Title 4 of the Redmond Municipal Code, Boards, Committees, and Commissions, for modernization, updates, and inclusion of the Community Member Representatives on the Independent Investigation Team. The motion was seconded by Councilmember Anderson.

Chief Lowe spoke regarding this item.

VOTE: The motion passed (6 - 0).

HEARINGS AND REPORTS

STAFF REPORT

- a. AM No. 21-035: Final Draft Housing Action Plan Implementation Plan

Carol Helland, Director of Planning and Community Development, introduced this item. Beverly Mesa-Zendt, Planning and Community Development Deputy Director, and Brooke Buckingham, Senior Planner, reported to the Members of the Council and responded to Councilmember inquiries.

- b. AM No. 21-036: Sound Transit Light Rail Quarterly Briefing

Carol Helland, Director of Planning and Community Development, introduced this item. Don Cairns, Engineering Manager, reported to the Members of the Council and responded to Councilmember inquiries.

OMBUDSPERSON REPORT

Councilmember Padhye reported receiving resident contacts regarding: Sammamish River Trail issues; school closures; and mobility issues.

Councilmember Carson reported receiving resident contacts regarding sidewalk access issues and power outages.

Councilmember Anderson reported receiving a resident contact regarding a large boulder on Bel-Red road.

Councilmember Forsythe reported receiving a resident contact regarding cars blocking a sidewalk.

COMMITTEE REPORTS

Councilmember Forsythe provided the following committee reports:

- Parks and Human Services Committee of the Whole.

Councilmember Kritzer provided the following committee report:

- Finance, Administration, and Communications Committee of the Whole; and
- King Conservation District.

MOTION: Councilmember Kritzer moved to approve the 2021 work plan for the Finance, Administration, and Communications Committee of the Whole. The motion was seconded by Councilmember Padhye.

VOTE: The motion passed (6 - 0).

Councilmember Anderson provided the following committee reports:

- Public Works Board;
- King County Regional Transit Committee; and
- Cascade Water Alliance.

ADJOURNMENT

The regular meeting adjourned at 8:53 p.m.

ANGELA BIRNEY, MAYOR

CITY CLERK

Minutes Approved: March 16, 2021

CALL TO ORDER AND ESTABLISHMENT OF QUORUM

A Special Meeting of the Redmond City Council was called to order by Mayor Birney at 6:30 p.m. The meeting was held remotely. Council members present and establishing a quorum were: Anderson, Carson, Fields, Forsythe, Khan, Kritzer and Padhye.

The purpose of the special meeting was to interview candidates for the Library Board of Trustees and the Arts and Culture Commission.

Kris Anderson, Chair of the Library Board of Trustees, introduced Bree Norlander as the candidate for the Library Board of Trustees.

The candidate spoke regarding background, interest in the work of the board, and responded to Councilmember inquiries.

Discussion ensued regarding library data; library uses in other countries; and equity.

Chris Weber, staff liaison for the Arts and Culture Commission, introduced Amani Rashid and Latha Sambamurti as candidates for the Arts and Culture Commission.

Each candidate spoke to their background, interest in the work of the commission, and responded to Councilmember inquiries.

Discussion ensued regarding favorite event; city vibrancy; and changes.

ADJOURNMENT

There being no further business to come before the Council the special meeting adjourned at 6:57 p.m.

ANGELA BIRNEY, MAYOR

CITY CLERK

Minutes Approved: March 16, 2021



City of Redmond

15670 NE 85th Street
Redmond, WA

Memorandum

Date: 3/16/2021
Meeting of: City Council

File No. SPC 21-026
Type: Check Register

Approval of Payroll/Direct Deposit and Claims Checks

City of Redmond
Payroll Check Approval Register
Pay period: 2/01 - 2/28/2021
Check Date: 2/28/2021

Check Total:	\$	-
Direct Deposit Total:	\$	8,244.34
Wires & Electronic Funds Transfers:	\$	1,122.91
Grand Total:	\$	<u>9,367.25</u>

We, the undersigned Council members, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation, and that the claim is a just, due and unpaid obligation against the City of Redmond, and that we are authorized to authenticate and certify to said claim.

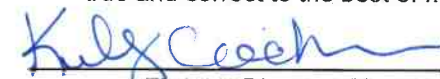
All Checks numbered through ,
Direct deposits numbered **110084** through **110090** , and
Electronic Fund transfers **1287** through **1287**
are approved for payment in the amount of **\$9,367.25**
on this **16th day of March 2021**.

Note:

City of Redmond
Payroll Final Check List
Pay period: 2/01 - 2/28/2021
Check Date: 2/28/2021

Total Checks and Direct deposit:	\$	8,738.16
Wire Wilmington Trust RICS (MEBT):	\$	629.09
Grand Total:	\$	<u>9,367.25</u>

I, the Finance Director, do hereby certify to the City Council, that the checks and direct deposits for the month of **December** are true and correct to the best of my knowledge.



Finance Director, City of Redmond
Redmond, Washington

City of Redmond
Payroll Check Approval Register
Pay period: 1/01 - 1/31/2021
Check Date: 1/31/2021

Check Total:	\$ -
Direct Deposit Total:	\$ 8,244.34
Wires & Electronic Funds Transfers:	\$ 1,122.91
Grand Total:	<u>\$ 9,367.25</u>

We, the undersigned Council members, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation, and that the claim is a just, due and unpaid obligation against the City of Redmond, and that we are authorized to authenticate and certify to said claim.

All Checks numbered through ,
Direct deposits numbered **110084** through **110090** , and
Electronic Fund transfers **1287** through **1287**
are approved for payment in the amount of **\$9,367.25**
on this **16th day of March 2021**.

Note:

City of Redmond
Payroll Final Check List
Pay period: 1/01 - 1/31/2021
Check Date: 1/31/2021

Total Checks and Direct deposit:	\$ 8,738.16
Wire Wilmington Trust RICS (MEBT):	\$ 629.09
Grand Total:	<u>\$ 9,367.25</u>

I, the Finance Director, do hereby certify to the City Council, that the checks and direct deposits for the month of **December** are true and correct to the best of my knowledge.

Finance Director, City of Redmond
Redmond, Washington

pyChkLst

02/25/2021 8:45AM

Payroll Final Check List

CITY OF REDMOND

Page: 1

02/01/2021 to 02/28/2021- Type 1 Cycle m

Bank: dirdep - KEY BANK

Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110084	2/26/2021	047395	ANDERSON, JERALEE L	0.00	1,339.65
110085	2/26/2021	038878	CARSON, DAVID M	0.00	1,290.30
110086	2/26/2021	047396	FIELDS, STEVEN J	0.00	1,286.91
110087	2/26/2021	047769	FORSYTHE, JESSICA	0.00	176.73
110088	2/26/2021	047775	KHAN, VARISHA	0.00	1,427.05
110089	2/26/2021	047768	KRITZER, VANESSA	0.00	1,427.05
110090	2/26/2021	047264	PADHYE, TANIKA K	0.00	1,296.65
Employee Check Totals				0.00	8,244.34
Bank dirdep Totals (7 Forms)				0.00	8,244.34

Page: 1

pyChkLst

02/25/2021

8:45AM

Payroll Final Check List

CITY OF REDMOND

Page: 2

02/01/2021 to 02/28/2021- Type 1 Cycle m

Bank: eft - KEY BANK

Benefit Checks

Check #	Date	Payee #	Name	Check Amt	Direct Deposit
1287	2/26/2021	026	ELECTRONIC FEDERAL TAX PAYMENT	493.82	0.00
Total				493.82	0.00
Payee Totals				493.82	0.00
Bank eft Totals (1 Forms)				493.82	0.00
Grand Total				493.82	8,244.34

Next Step: Account Posting (AP)

Pay Period is Open (Locked)

Totals Checks and Direct Deposit (8 Forms)

8,738.16

pyChkLst

02/25/2021

8:45AM

Payroll Final Check List

CITY OF REDMOND

Page: 3

02/01/2021 to 02/28/2021- Type 1 Cycle m

Benefit Checks - pending for pay period from 02/16/21 to 02/28/21 ID: 639

Check #	Date	Payee #	Name	Amount
	3/10/2021	006	REDMOND CITY HALL EMPLOYEE ASN	
	Source pay period: 02/01/2021 to 02/15/2021 Cycle s		ID: 638 Doc source: rcheapay Bended code: 2010 Fund: 100	-20.00
			Check Total:	-20.00
	3/10/2021	014	REDMOND, CITY OF, HUMAN SERVICES FUND	
	Source pay period: 02/01/2021 to 02/15/2021 Cycle s		ID: 638 Doc source: humanpay Bended code: 2115 Fund: 100	-40.00
			Check Total:	-40.00
			Organization Total:	-60.00
			Pay Period Total (02/16/21 to 02/28/21 ID: 639):	-60.00
			Benefit Checks Grand Total:	-60.00

Page: 3

pyChkLst

02/25/2021

8:45AM

Payroll Final Check List

CITY OF REDMOND

Page: 4

02/01/2021 to 02/28/2021- Type 1 Cycle m

Employee Gender Statistics

Number of males paid	2
Number of females paid	5
Total Employees Paid	7

City of Redmond
Payroll Check Approval Register
Pay period: 2/16 - 2/28/2021
Check Date: 03/10/2021

Check Total:	\$ 44,512.84
Direct Deposit Total:	\$ 2,086,035.96
Wires & Electronic Funds Transfers:	\$ 1,415,970.39
Grand Total:	<u>\$ 3,546,519.19</u>

We, the undersigned Council members, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation, and that the claim is a just, due and unpaid obligation against the City of Redmond, and that we are authorized to authenticate and certify to said claim.

All Checks numbered **186617** through **186628** ,
Direct deposits numbered **110091** through **110789** , and
Electronic Fund transfers **1288** through **1292**
are approved for payment in the amount of **\$3,546,519.19**
on this **16 day of March 2021**.

Note:

City of Redmond
Payroll Final Check List
Pay period: 2/16 - 2/28/2021
Check Date: 03/10/2021

Total Checks and Direct deposit:	\$ 3,136,336.04
Wire Wilmington Trust RICS (MEBT):	\$ 410,183.15
Grand Total:	<u>\$ 3,546,519.19</u>

I, the Finance Director, do hereby certify to the City Council, that the checks and direct deposits for the month of **December** are true and correct to the best of my knowledge.



Finance Director, City of Redmond
Redmond, Washington

pyChkLst

03/08/2021

1:27PM

Payroll Final Check List

CITY OF REDMOND

Page: 1

02/16/2021 to 02/28/2021- Type 1 Cycle s

Bank: dirdep - KEY BANK

Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110091	3/10/2021	047493	BALSER, TYLER K	0.00	2,788.51
110092	3/10/2021	047774	BIEGEL, KALLI R	0.00	2,266.82
110093	3/10/2021	047122	BIRNEY, ANGELA E ✓	0.00	4,063.40
110094	3/10/2021	046987	BOUWMAN, SARA L	0.00	2,351.37
110095	3/10/2021	002236	CORNWELL, CHIP J	0.00	2,092.51
110096	3/10/2021	047627	CROSS, CHARLIANN K	0.00	2,451.52
110097	3/10/2021	047377	DELARME, BRANT R	0.00	2,513.53
110098	3/10/2021	002019	FILES, MALISA W ✓ - merit bonus	0.00	6,346.21
110099	3/10/2021	024749	KEOGH, TERESA R	0.00	1,363.39
110100	3/10/2021	047292	LALOR, JACQUELINE M	0.00	3,647.19
110101	3/10/2021	047789	LYBECK, JENNY	0.00	2,679.06
110102	3/10/2021	041692	MAHER, LISAA - merit bonus/retro	0.00	5,406.48
110103	3/10/2021	047314	MCKEE, SHELLEY S	0.00	2,247.65
110104	3/10/2021	047362	MUELLER, REBECCA L	0.00	3,617.95
110105	3/10/2021	047770	PESHTAZ, PALWASHAA	0.00	3,779.26
110106	3/10/2021	002641	RIVKIN, NINA S ✓	0.00	4,468.65
110107	3/10/2021	002711	SMITH, JILL E	0.00	3,348.88
110108	3/10/2021	046874	SMITH, SARA L	0.00	2,284.77
110109	3/10/2021	002719	SNOW, STEFANIE H	0.00	1,370.37
110110	3/10/2021	047123	VAN RY, ANIKA C	0.00	2,562.39
110111	3/10/2021	046804	XANTHOS, CHERYL D	0.00	3,061.11
110112	3/10/2021	038392	AYERS, MICHELE R	0.00	2,036.16
110113	3/10/2021	002004	BARKER, THERESA	0.00	1,360.07
110114	3/10/2021	047174	ELSOM, JULIANA R	0.00	3,248.80
110115	3/10/2021	047732	FRAZZINI, JEFFREY A	0.00	1,729.65
110116	3/10/2021	047658	FREELAND, BRADLEY JAY ✓	0.00	4,025.25
110117	3/10/2021	047616	GLAGOLEVA, ALLA V	0.00	1,645.13
110118	3/10/2021	036500	HERMOSO, NIDA V	0.00	2,483.44
110119	3/10/2021	039540	HULSKAMP, GLORIA	0.00	2,593.67
110120	3/10/2021	046735	MATUZOVA, EKATERINA	0.00	2,196.92
110121	3/10/2021	046303	VIOLANTE, NANCY M	0.00	466.90
110122	3/10/2021	038183	WOO, SIU FUN STEPHANIE	0.00	2,760.83
110123	3/10/2021	040623	BANSCHBACH, IRENE F	0.00	2,839.24
110124	3/10/2021	042236	FONG, KALE	0.00	2,380.40
110125	3/10/2021	042177	MORGAN, JESSICA RUTH	0.00	1,770.97
110126	3/10/2021	002010	COCHRAN, KELLEY K ✓	0.00	4,963.03
110127	3/10/2021	041411	EDWARDSSEN, RYAN M	0.00	3,583.91
110128	3/10/2021	044879	FLYNN, MARISSA V	0.00	3,058.48

Payroll Final Check List

CITY OF REDMOND

02/16/2021 to 02/28/2021- Type 1 Cycle s

Bank: dirdep - KEY BANK

Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110129	3/10/2021	047646	HONMA, DOUGLAS K	0.00	3,193.95
110130	3/10/2021	047125	NARRA, HARITHA	0.00	3,117.59
110131	3/10/2021	047631	RELLER, CHRISTINA R	0.00	2,877.51
110132	3/10/2021	002828	YEAGER, SANDRA B	0.00	2,132.98
110133	3/10/2021	047575	COMETTO, LUCAS M	0.00	2,552.68
110134	3/10/2021	047365	KERANOVA, DEBBIE K	0.00	3,480.46
110135	3/10/2021	047366	O'SULLIVAN, ADAM G	0.00	2,416.65
110136	3/10/2021	047765	STENERSON, AUDREY R	0.00	2,125.04
110137	3/10/2021	047051	FANI, JUDITH A	0.00	2,406.18
110138	3/10/2021	002505	MARPERT, TERENCE C	0.00	3,638.37
110139	3/10/2021	047561	BARRANS, ERIC	0.00	1,662.49
110140	3/10/2021	047760	BUDIATI SZKUTNIK, RIZKA	0.00	1,607.87
110141	3/10/2021	047254	OSKIERKO, TAMERA A	0.00	2,561.61
110142	3/10/2021	045707	UBEZZI, MARIA T	0.00	2,715.59
110143	3/10/2021	042243	BARRETT, BRIAN SAMUEL	0.00	3,065.18
110144	3/10/2021	047822	BENNETT, JUDSON G	0.00	491.57
110145	3/10/2021	047512	BROWN, ANGELA B	0.00	1,848.58
110146	3/10/2021	038205	BYRNE, PATRICK CHARLES	0.00	2,444.41
110147	3/10/2021	047819	CARROLL, JEFFREY B	0.00	2,255.54
110148	3/10/2021	047814	CHAMBERLIN, JARED K	0.00	2,302.53
110149	3/10/2021	047121	CHEN, ERIC CHAO-HUEI	0.00	1,766.04
110150	3/10/2021	002821	DELOACH, DAWN MICHELLE	0.00	2,494.13
110151	3/10/2021	002276	DUONG, TRUNG T	0.00	3,544.33
110152	3/10/2021	047820	FIEBIG, INGRID L	0.00	2,186.04
110153	3/10/2021	031439	FREEMAN, CALEB D - OT/Acting Pay	0.00	4,903.18
110154	3/10/2021	002331	GIESEKE, RICHARD E - OT/Acting Pay	0.00	4,666.94
110155	3/10/2021	036380	HAWKINS, CHRISTOPHER LANG	0.00	4,067.16
110156	3/10/2021	038207	HEAD, ALEX G	0.00	2,584.34
110157	3/10/2021	047334	HOOPER, PATRICIA J	0.00	3,879.95
110158	3/10/2021	046949	HOWLAND, SARAH J	0.00	2,144.18
110159	3/10/2021	047357	KARLSSON, MIA M	0.00	2,150.25
110160	3/10/2021	002465	LANGTON, THOMAS F ✓	0.00	5,162.03
110161	3/10/2021	007277	LYONS, BILLY M	0.00	3,520.54
110162	3/10/2021	047213	MARSHALL, AUSTIN W - OT/stand by pay	0.00	4,601.66
110163	3/10/2021	047817	MCNEAL, ISAIAH T	0.00	2,243.29
110164	3/10/2021	046992	MILLER, AARON C	0.00	2,948.45
110165	3/10/2021	047824	MOHNKERN, NICHOLAS J	0.00	2,349.14
110166	3/10/2021	031253	MOORHEAD, AMY JO - OT	0.00	4,681.17

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Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110167	3/10/2021	037028	MULLINAX, ADAM E	0.00	3,022.96
110168	3/10/2021	002567	NOBLE, STANLEY D	0.00	3,960.23
110169	3/10/2021	046566	OLSON, JANEEN R	0.00	2,691.65
110170	3/10/2021	047816	ORUOJA, ERIK	0.00	1,637.57
110171	3/10/2021	036396	OWENS, ANTHONY MATTHEW -OT	0.00	5,124.72
110172	3/10/2021	047821	PHILLIPS, KALIEGHE A	0.00	2,186.04
110173	3/10/2021	002646	ROBILLARD, BRIAN C -OT	0.00	5,136.94
110174	3/10/2021	047815	SEGO, JACOB DANIEL	0.00	1,796.90
110175	3/10/2021	002692	SHORT, TODD E ✓	0.00	4,504.82
110176	3/10/2021	036399	SIMON, JOHN KARL	0.00	2,637.24
110177	3/10/2021	002709	SMITH, GARY E	0.00	4,339.09
110178	3/10/2021	047519	SPICKLER, ERIC R	0.00	3,933.28
110179	3/10/2021	002775	TOLES, GEORGE N	0.00	3,633.26
110180	3/10/2021	002789	TURNER, CHARLES S	0.00	4,020.83
110181	3/10/2021	047210	WALSH, DYLAN K -OT	0.00	5,491.56
110182	3/10/2021	046842	WHITE, JOSEPH G	0.00	3,091.47
110183	3/10/2021	033248	WHITNEY, JAMES EDWIN	0.00	3,980.52
110184	3/10/2021	002829	YOON, BRIAN C	0.00	3,156.43
110186	3/10/2021	002831	YOST, DANAA -OT	0.00	5,682.51
110185	3/10/2021	002834	ZAPFFE, CARL R	0.00	3,042.11
110187	3/10/2021	047491	AARON, JOHN-CARLOS D	0.00	2,421.33
110188	3/10/2021	002079	ALEXANDER, JASON W -OT	0.00	6,489.09
110189	3/10/2021	002094	ANDERSON, TODD P	0.00	3,504.01
110190	3/10/2021	002163	BOYLAN, CHRISTOPHER J -OT	0.00	4,932.96
110191	3/10/2021	047489	BUTLER, ANDREW B	0.00	2,230.84
110192	3/10/2021	002245	CROWE, JEFF C	0.00	2,917.40
110193	3/10/2021	002275	DUNN, PATRICK K -OT	0.00	5,263.45
110194	3/10/2021	046967	DYGERT, EBEN E -OT	0.00	4,821.47
110195	3/10/2021	002284	ELERICK, JAMES H	0.00	2,537.33
110196	3/10/2021	047205	ERCHINGER, REICHEL S	0.00	2,877.10
110197	3/10/2021	002297	FENNELL, NATHAN R	0.00	3,139.52
110198	3/10/2021	041563	FREI, JOSHUA ADAM	0.00	3,870.69
110199	3/10/2021	002317	FREYMUTH, MARK A ✓ -OT	0.00	5,139.73
110200	3/10/2021	002347	GOUDZWAARD, MICHAEL J -OT	0.00	5,222.86
110201	3/10/2021	002366	HAGER, DANIEL L	0.00	4,013.95
110202	3/10/2021	002415	JOHANSSON, DAVID K	0.00	3,394.09
110203	3/10/2021	047718	KESSELRING, QUINN C	0.00	2,146.93
110204	3/10/2021	036439	MANCHIK, SERGEY Y	0.00	3,327.27

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Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110205	3/10/2021	002529	MEEK, KEVIN T - OT/Acting Pay	0.00	5,887.21
110206	3/10/2021	047067	MEZZONE, CHRIS A - OT	0.00	8,720.84
110207	3/10/2021	034908	MORRIS, COY MICHAEL	0.00	2,915.10
110208	3/10/2021	047352	O'CONNELL, SHANE D	0.00	2,198.77
110209	3/10/2021	002577	O'DELL JR, JAMES C	0.00	4,328.43
110210	3/10/2021	047353	PACKARD, CAMERON R	0.00	3,412.54
110211	3/10/2021	046964	PARNELL, TYLER L	0.00	3,739.86
110212	3/10/2021	047078	PEARSON, MITCHELL R	0.00	3,430.05
110213	3/10/2021	038199	PEDEFERRI, AARON J	0.00	3,885.35
110214	3/10/2021	038219	PEEPLES, JOSHUA DAVID	0.00	3,722.49
110215	3/10/2021	034910	PETERSON, MATTHEW W	0.00	3,772.19
110216	3/10/2021	047071	PIERCE, BRANDON R	0.00	2,955.36
110217	3/10/2021	002612	POFF, JEFFREY R	0.00	3,781.45
110218	3/10/2021	002616	PRIEBE, WILLIAM R	0.00	3,785.92
110219	3/10/2021	034693	SCHEAFFER, DOUGLAS KENRIC	0.00	2,769.38
110220	3/10/2021	002701	SINCLAIR, RICK M	0.00	3,641.54
110221	3/10/2021	047517	STEWART, ROBERT J	0.00	3,302.94
110222	3/10/2021	047209	SWIFT, JOEL M	0.00	4,161.28
110223	3/10/2021	047074	TETERIN, ARTEM S - OT/Acting Pay	0.00	5,174.45
110224	3/10/2021	002763	THOMAS, SCOTT A	0.00	3,080.41
110225	3/10/2021	047355	VALENTA, JARED J	0.00	2,617.25
110226	3/10/2021	047080	VILADAS, JORDI C	0.00	3,407.54
110227	3/10/2021	038201	ATKINSON, JOHN PAUL	0.00	3,244.74
110228	3/10/2021	047076	BAKKE, MICHAEL D	0.00	3,091.19
110229	3/10/2021	002118	BALSER, MATTHEW W	0.00	3,148.49
110230	3/10/2021	002150	BLACK, JACOB O - OT	0.00	4,742.84
110231	3/10/2021	046969	BURNETT, W NATHANIEL	0.00	2,310.95
110232	3/10/2021	002187	BYRUM, DAVID K - OT	0.00	6,406.76
110233	3/10/2021	046968	CONNER, MATTHEW C	0.00	4,323.09
110234	3/10/2021	002255	DAVIS, SHARON L	0.00	3,728.72
110235	3/10/2021	047487	DEES, NICHOLAS R	0.00	3,412.18
110236	3/10/2021	047065	DOWNS, ELIZABETH S	0.00	4,111.95
110237	3/10/2021	047721	FOLLETT, MATTHEW R	0.00	4,343.70
110238	3/10/2021	002329	GENGO, STEVAN M - OT	0.00	4,730.28
110239	3/10/2021	002360	GUENTHER, STEPHEN C - OT	0.00	4,504.58
110240	3/10/2021	038211	HALLIFAX, ALISON LAUREN	0.00	2,986.41
110241	3/10/2021	042555	HARDING, NOAH S	0.00	2,192.65
110242	3/10/2021	046841	HOLTHENRICH, JOSHUA R	0.00	3,102.31

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Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110243	3/10/2021	034689	HOUGHTON JR, TERRANCE DALE	0.00	3,843.34
110244	3/10/2021	047823	JACKSON, DANIEL J	0.00	2,109.94
110245	3/10/2021	002453	KNIGHT, DAVID M - OT	0.00	4,595.16
110246	3/10/2021	046965	LANCASTER II, JERRY E	0.00	3,655.58
110247	3/10/2021	002492	LOWRY, SHAWN T	0.00	4,255.16
110248	3/10/2021	047484	MANNING, SUNSHINE S	0.00	3,749.68
110249	3/10/2021	037032	MORRISON, TODD MICHAEL	0.00	4,128.52
110250	3/10/2021	033418	NELSON, MATTHEW L	0.00	4,331.25
110251	3/10/2021	041573	NORTON, THOMAS BENJAMIN - OT	0.00	7,118.30
110252	3/10/2021	047244	OLSON, JEFFREY J	0.00	4,432.17
110253	3/10/2021	002583	OSBORNE, ISRAEL Z	0.00	3,488.81
110254	3/10/2021	037035	RICHARDS, JEFFREY ALAN - OT	0.00	4,867.08
110255	3/10/2021	002661	SANDERSON, DON - OT	0.00	6,253.80
110256	3/10/2021	047211	SEEFRIED, LOREN W	0.00	0.00
110257	3/10/2021	002696	SIEMERS, JEFFREY W	0.00	4,373.39
110258	3/10/2021	002716	SMITH, PAUL E	0.00	2,722.91
110259	3/10/2021	047518	STEBLIY, ANDREW J - OT	0.00	4,928.95
110260	3/10/2021	047245	STONE, JORDAN L	0.00	2,673.09
110261	3/10/2021	002740	STUBBLEFIELD, ROGER A	0.00	4,088.54
110262	3/10/2021	002755	TAYLOR, BRIAN S	0.00	3,272.09
110263	3/10/2021	047246	VOLKENING, ANDREW L - OT/Acting Pay	0.00	4,994.96
110264	3/10/2021	041555	WATSON, DAVID C	0.00	2,603.46
110265	3/10/2021	040528	WOODBURY, CHRISTOPHER M - OT	0.00	5,980.38
110266	3/10/2021	038217	ZELLER, ERNEST J	0.00	3,507.48
110267	3/10/2021	002085	ALSIN, DAVIN T	0.00	2,175.17
110268	3/10/2021	002090	ANDERSON, GARY D - OT	0.00	6,675.54
110269	3/10/2021	002103	ATKINS, MARK T - OT	0.00	5,252.72
110270	3/10/2021	038203	BEATY, LUCAS P - OT	0.00	4,985.39
110271	3/10/2021	041569	CARLSON, SCOTT ELLIOT	0.00	3,581.57
110272	3/10/2021	047349	CLARK, RAINA O	0.00	2,726.30
110273	3/10/2021	041567	COBB, DAVID W	0.00	3,226.22
110274	3/10/2021	002231	CONWAY, PETER W	0.00	4,227.29
110275	3/10/2021	047073	CRONIN, BRYCE M	0.00	2,832.41
110276	3/10/2021	037024	DAVIS, MICHELLE E	0.00	4,201.07
110277	3/10/2021	047223	DECARO, ANDREA A - OT/Acting Pay	0.00	5,705.31
110278	3/10/2021	002260	DEFAZIO, ANDREW F	0.00	4,609.50
110279	3/10/2021	002272	DUBEE, ERIC A	0.00	3,493.70
110280	3/10/2021	041565	FORD, DANIEL K - OT	0.00	5,116.47

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Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110281	3/10/2021	047075	FULLER, ALSTON R	0.00	2,869.43
110282	3/10/2021	002321	FULLER, JEFFREY K - OT	0.00	4,987.82
110283	3/10/2021	047554	GORDON, NICHOLAS J	0.00	2,446.21
110284	3/10/2021	002395	HILL, JAMES G	0.00	3,488.01
110285	3/10/2021	047520	HOLBROOKS, NINA M	0.00	3,120.29
110286	3/10/2021	036382	HUTTON, WILLIAM T - OT	0.00	6,102.32
110287	3/10/2021	002417	INGEBRIGTSON, CHRISTOPHER	0.00	3,646.01
110288	3/10/2021	047079	KENDO, BENJAMIN J	0.00	2,930.88
110289	3/10/2021	047485	KICEINA, SAMUEL D	0.00	2,494.96
110290	3/10/2021	034912	LABAY, R D - OT/Acting Pay	0.00	5,363.35
110291	3/10/2021	036392	MARTIN, BRYAN BENTHAM	0.00	3,296.35
110292	3/10/2021	047351	MEEHAN, MICHAEL J	0.00	2,899.91
110293	3/10/2021	002542	MORAN, JAMES C - OT	0.00	5,965.75
110294	3/10/2021	002560	NEWTON, SCOTT C	0.00	4,281.15
110295	3/10/2021	002572	NORMAN, SHANNON M	0.00	3,628.36
110296	3/10/2021	002627	RATCLIFF, RICHARD E	0.00	3,598.09
110297	3/10/2021	047208	REECE, RUSSELL J	0.00	3,044.66
110298	3/10/2021	047719	SAWAYA, ALAINA H	0.00	2,109.22
110299	3/10/2021	046963	SCHAEFFER, JOSHUA B	0.00	3,178.42
110300	3/10/2021	002720	SOFIE, TRAVIS W	0.00	2,987.15
110301	3/10/2021	002771	TIERRA, ALEX	0.00	3,786.81
110302	3/10/2021	002778	TOUPIN, MARC E - OT	0.00	5,496.97
110303	3/10/2021	046840	TUPEN, COLTON J - OT/Acting Pay	0.00	4,526.00
110304	3/10/2021	002802	WAITE, MICHAEL P	0.00	4,291.86
110305	3/10/2021	046962	WEST, AUSTIN J	0.00	3,197.70
110306	3/10/2021	036401	WILLIAMS, MARK DUSTIN	0.00	4,245.49
110307	3/10/2021	046946	ASSAKER, JOHN P	0.00	2,526.33
110308	3/10/2021	047761	BERENS, MARK J	0.00	2,834.20
110309	3/10/2021	047742	BRANSON, TIAH N	0.00	2,357.76
110310	3/10/2021	047165	BRUCE, NICOLE L	0.00	2,445.57
110311	3/10/2021	047457	DALY, KSENIYA M	0.00	3,052.05
110312	3/10/2021	047585	DOLQUIST, BRANDON A - term payout vacation	0.00	4,785.05
110313	3/10/2021	047783	FULLWILER, STACEY	0.00	2,339.20
110314	3/10/2021	047458	GRADY, MARY R	0.00	3,251.88
110315	3/10/2021	047090	HULVERSON, KRISTINA F	0.00	3,760.17
110316	3/10/2021	047550	KAM, AMY	0.00	2,327.40
110317	3/10/2021	047132	KIMMEL, TRACY L	0.00	1,684.69
110318	3/10/2021	047126	LAIRD, CATHRYN M ✓	0.00	4,383.07

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Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110319	3/10/2021	047467	MCDONNELL, KIRSTEN J	0.00	2,691.63
110320	3/10/2021	047766	MILLER, CHARITY TRUE	0.00	3,298.46
110321	3/10/2021	047505	SMITH, LINDSAY D	0.00	1,219.99
110322	3/10/2021	030607	TREMBLE, TERESA G	0.00	2,228.48
110323	3/10/2021	047281	VENTRESS, JESSICA S	0.00	828.51
110324	3/10/2021	047282	AKEN, JEFFREY M	0.00	2,921.17
110325	3/10/2021	046927	BURTSCHKE, HEATHER R	0.00	2,314.29
110326	3/10/2021	047745	HAMILTON, LOREEN G	0.00	3,682.91
110327	3/10/2021	047707	HITE, CARRIE ✓	0.00	5,330.39
110328	3/10/2021	002713	MCGINTY, KIM L	0.00	2,550.35
110329	3/10/2021	047717	SHINODA, DENISE	0.00	2,534.03
110330	3/10/2021	043745	SPENCER, RYAN J	0.00	3,560.20
110331	3/10/2021	047601	VELASCO, LORNA A	0.00	991.72
110332	3/10/2021	047570	WEBER, CHRISTOPHER	0.00	2,895.04
110333	3/10/2021	002092	ANDERSON, SCOTT D	0.00	2,780.04
110334	3/10/2021	031012	BARTH, ANGELA LOUISE	0.00	2,543.34
110335	3/10/2021	047705	EDMUNDS, DANIELLE K	0.00	1,067.36
110336	3/10/2021	047031	HEARNE, ROBERT A	0.00	2,287.47
110337	3/10/2021	047009	HOUGHTON, KENNETH L	0.00	2,700.68
110338	3/10/2021	046956	KUHNHAUSEN, QUINN D	0.00	3,822.11
110339	3/10/2021	042634	PETERSON, MARK D - merit bonus	0.00	4,576.16
110340	3/10/2021	046930	SHEPHERD, TORIN E	0.00	2,237.64
110341	3/10/2021	047611	SKIPTON, HOLLY LEE ANN	0.00	0.00
110342	3/10/2021	047703	SWANEY, KEVIN S - merit bonus	0.00	5,251.87
110343	3/10/2021	002097	ANGEVINE, MARGARET E	0.00	2,877.98
110344	3/10/2021	047613	ASARO, VALERIE G	0.00	1,593.62
110345	3/10/2021	047372	BODMER, KAY A	0.00	1,606.97
110346	3/10/2021	002173	BROWN, MICHAEL K	0.00	2,225.18
110347	3/10/2021	046077	DAVIS, MATTHEW A	0.00	1,765.73
110348	3/10/2021	037785	JAMMERMAN, TROY SCOTT	0.00	2,505.81
110349	3/10/2021	033770	JEFFRIES, KEVIN M	0.00	3,548.22
110350	3/10/2021	002441	KENCKE, DANIEL L	0.00	2,522.27
110351	3/10/2021	047617	KULAK, JOSEPH M	0.00	1,745.84
110352	3/10/2021	047619	LAURITZEN, ANDREW J	0.00	1,746.67
110353	3/10/2021	002484	LOESCH, SHARON D	0.00	3,123.50
110354	3/10/2021	002491	LOVITT, TINA M	0.00	2,341.87
110355	3/10/2021	002536	MINNIX, SPENCER D	0.00	2,175.48
110356	3/10/2021	045571	MIODUSZEWSKI, QUINTEN T	0.00	1,923.91

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110357	3/10/2021	044114	MISSEL, JESSICA E	0.00	2,313.11
110358	3/10/2021	002581	O'NEAL, ERIC P	0.00	2,736.79
110359	3/10/2021	047147	POLK, MARY G	0.00	1,730.50
110360	3/10/2021	046585	RAYNER SHEPARD, DARCEY LYNNE	0.00	3,042.34
110361	3/10/2021	002633	REZNICK, ALAN G	0.00	2,746.46
110362	3/10/2021	037566	ROBBINS, SHARYN D	0.00	905.71
110363	3/10/2021	047146	RODRIGUEZ, JOSE M	0.00	3,496.72
110364	3/10/2021	047460	SCHAEFER, SANDY M	0.00	2,017.72
110365	3/10/2021	039752	SCHWEIKHARDT, ERIK P	0.00	2,345.67
110366	3/10/2021	024738	SEHNER, KEVIN M	0.00	2,788.04
110367	3/10/2021	046770	STACHOWIAK, MATTHEW L	0.00	1,902.14
110368	3/10/2021	039875	STORM, ANDREW HARRISON	0.00	2,253.20
110369	3/10/2021	002776	TOLONEN, CHRISTOPHER L	0.00	2,605.98
110370	3/10/2021	002787	TUCHEK, DAVID W	0.00	3,921.25
110371	3/10/2021	047499	UNCAPHER, HEATH W	0.00	1,675.67
110372	3/10/2021	002794	VAN DE VANTER, SCOTT E	0.00	3,010.73
110373	3/10/2021	039750	VILLASENOR, JOSE N	0.00	2,181.50
110374	3/10/2021	002156	BOGGS, MARTY E - merit bonus	0.00	5,594.26
110375	3/10/2021	047510	CARTER, KATHLEEN M	0.00	354.70
110376	3/10/2021	046724	CRAIN, JOHN D	0.00	118.18
110377	3/10/2021	047729	DEEPAK, SAHANA	0.00	104.07
110378	3/10/2021	045678	DUNAJSKA, JANA	0.00	121.22
110379	3/10/2021	047592	FISHER, LIOR	0.00	96.17
110380	3/10/2021	047394	FRASER, KATHERINE M	0.00	2,914.57
110381	3/10/2021	047801	GILLET, PIPER RAY	0.00	150.67
110382	3/10/2021	047295	GORDON, MICHELLE L	0.00	491.88
110383	3/10/2021	047586	GUPTIL, JEFFREY J	0.00	2,124.37
110384	3/10/2021	002365	HAGEN, JEFFREY A	0.00	3,299.38
110385	3/10/2021	046851	HALEY, LISA W	0.00	482.25
110386	3/10/2021	047596	HEWITT, LAUREN L	0.00	438.80
110387	3/10/2021	046759	HORNER, AUSTIN R	0.00	2,112.11
110388	3/10/2021	002427	JOHNSON, LUCINDA B	0.00	2,919.93
110389	3/10/2021	047277	KENNEDY, BETHANY M	0.00	3,285.42
110390	3/10/2021	040756	LOCKE, MICHAEL P	0.00	2,324.71
110391	3/10/2021	037275	MAYNARD, ALI MARIE	0.00	2,454.46
110392	3/10/2021	002607	PHILLIPS, KAREN L	0.00	2,667.97
110393	3/10/2021	047345	PRATT, BRITTANY N	0.00	2,417.98
110394	3/10/2021	047162	RAY, LYNN A	0.00	57.32

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Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110395	3/10/2021	047647	SCHWARTZ, KATHERINE A	0.00	4,814.15
110396	3/10/2021	047139	SMITH, SIDNEY ELIZABETH	0.00	1,923.64
110397	3/10/2021	046936	STORY, ELISSA M	0.00	38.99
110398	3/10/2021	047650	VAN DER VEEN, MELISSA A	0.00	362.89
110399	3/10/2021	047811	ADAMS-LEE, KATHRYN	0.00	2,779.77
110400	3/10/2021	047620	ALLEN, JAIME MARIE	0.00	1,686.12
110401	3/10/2021	047063	ATWOOD, MICHAEL T	0.00	1,778.13
110402	3/10/2021	047347	AWAD, HEBATALLAH	0.00	2,944.73
110403	3/10/2021	047358	BABU, SEETHU M	0.00	2,609.16
110404	3/10/2021	002135	BEAM, CATHERINE A	0.00	1,852.36
110405	3/10/2021	046781	BENGOCHEA, TALON A	0.00	3,268.63
110406	3/10/2021	046676	BIEN, ALARIC	0.00	3,257.80
110407	3/10/2021	046866	BISHOP, CYNTHIA ANN	0.00	1,957.86
110408	3/10/2021	047551	BORDEAUX, DENNIS K	0.00	3,110.67
110409	3/10/2021	046978	BOTTMAN, CRAIG R	0.00	3,134.62
110410	3/10/2021	047501	BROWN, BRUCE C	0.00	3,033.59
110411	3/10/2021	032608	BUCKINGHAM, BROOKE ELAINE	0.00	3,548.54
110412	3/10/2021	002191	CAIRNS, DONALD W	0.00	4,497.59
110413	3/10/2021	046608	CHAPMAN, CAROLINE K	0.00	1,770.82
110414	3/10/2021	046827	CHOW, KWAN-LEUNG ANDY	0.00	3,908.83
110415	3/10/2021	023137	CHURCHILL, JEFFREY D	0.00	3,527.49
110416	3/10/2021	047016	CRAWFORD, DUSTIN L	0.00	3,152.92
110417	3/10/2021	035145	DANE, PETER B	0.00	3,053.77
110418	3/10/2021	046728	DAUB, JODI L	0.00	2,533.11
110419	3/10/2021	002266	DIETZ, KIMBERLY S	0.00	3,364.46
110420	3/10/2021	047754	FREY, BECKYE	0.00	3,022.46
110421	3/10/2021	047704	FRY, PATRICK H	0.00	2,718.48
110422	3/10/2021	046807	GOUCHER, JANISE M	0.00	3,206.84
110423	3/10/2021	047587	HELLAND, CAROL V	0.00	3,128.57
110424	3/10/2021	047802	HITCH, JANELLE C	0.00	3,886.45
110425	3/10/2021	033364	HUFFMAN, ERIN MICHELLE	0.00	3,184.39
110426	3/10/2021	037253	JODH, DEEPALI S	0.00	4,468.59
110427	3/10/2021	002426	JOHNSON, JOSEPH S	0.00	3,355.38
110428	3/10/2021	042879	KEELING, KIMBERLY HEATHER	0.00	2,478.31
110429	3/10/2021	002437	KELLEY, JAY D	0.00	3,462.00
110430	3/10/2021	047054	KIRSCHENMANN, TREVOR D	0.00	3,074.82
110431	3/10/2021	047710	KUNG, KIMBERLY J	0.00	3,263.85
110432	3/10/2021	047697	KUTZMARK, TAMMY M	0.00	3,030.28

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110433	3/10/2021	046886	LARSON, MARC A	0.00	3,015.79
110434	3/10/2021	047809	LAU, CHIN C	0.00	3,604.51
110435	3/10/2021	047092	LEE, DAVID B	0.00	3,576.25
110436	3/10/2021	002471	LEE, GARY Y	0.00	3,112.71
110437	3/10/2021	047778	LEFCOURTE, IAN	0.00	2,752.34
110438	3/10/2021	002089	LEWIS, CAROLEE D	0.00	3,414.55
110439	3/10/2021	047072	LU, ZHENG	0.00	2,243.63
110440	3/10/2021	047070	LUO, MIN	0.00	2,665.67
110441	3/10/2021	002496	LYNCH, JASON G	0.00	4,829.58
110664	3/10/2021	047138	MACRI, AILA ROSE	0.00	2,095.72
110442	3/10/2021	002513	MCARTHY, CARL D	0.00	2,372.80
110443	3/10/2021	047530	MCDONALD III, JAMES M	0.00	2,695.14
110444	3/10/2021	047572	MCGONAGALL, ODHRAN M	0.00	2,805.27
110445	3/10/2021	033651	MCLEOD, KENNETH P	0.00	3,300.12
110446	3/10/2021	002530	MEERSCHIEDT, GLORIA J	0.00	1,581.20
110447	3/10/2021	047538	MEREDITH, RICHARD L	0.00	1,770.42
110448	3/10/2021	032904	MOE, JOZANNE W	0.00	3,273.90
110449	3/10/2021	047725	MOLINE, STEPHANIE	0.00	2,458.86
110450	3/10/2021	047803	MONTES DE OCA, KHARISMA NIOMI	0.00	3,257.76
110451	3/10/2021	047573	MUELLER, JOSHUA S	0.00	2,323.17
110452	3/10/2021	047461	MURILLO, DUNIEL M	0.00	2,028.10
110453	3/10/2021	047359	MURPHY, ROBERT L	0.00	2,863.43
110454	3/10/2021	002552	MYER, W J	0.00	2,835.00
110455	3/10/2021	047781	MYERS, ELIZABETH	0.00	1,885.89
110456	3/10/2021	040498	MYERS, LANAYA M	0.00	2,255.15
110457	3/10/2021	047439	NGUYEN, VINH	0.00	3,331.37
110458	3/10/2021	035358	POOLE, HEIDI ANN	0.00	2,725.74
110459	3/10/2021	047552	PRADO, FATIMA L	0.00	2,347.23
110460	3/10/2021	047537	PRIGMORE, CHRISTOPHER R	0.00	3,459.53
110461	3/10/2021	046976	PYLE, SARAH K	0.00	3,960.25
110462	3/10/2021	047251	REYNOLDS, SCOTT M	0.00	2,621.18
110463	3/10/2021	046737	ROSS, MICAH A	0.00	2,952.52
110464	3/10/2021	047544	RUFFIN, AARON L	0.00	3,551.02
110465	3/10/2021	047792	RUTHERFORD, TISZAA	0.00	2,867.77
110466	3/10/2021	047504	SALLEY, TIMOTHY T	0.00	3,100.07
110467	3/10/2021	046926	SCHIMMEL-BRISTOW, MATTHEW D	0.00	2,750.95
110468	3/10/2021	047808	SCHMECK, NICHOLAS T	0.00	2,290.07
110469	3/10/2021	046938	SCHMIDT, WILLIAM J	0.00	2,874.98

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110470	3/10/2021	046849	SEAL, MARVIN L	0.00	2,681.32
110471	3/10/2021	047529	SHANNON, SCOTT L	0.00	3,079.71
110472	3/10/2021	035336	SHEPARD, BRETT MORRIS	0.00	3,522.44
110473	3/10/2021	046890	SHREFFLER, RONALD J	0.00	3,041.27
110474	3/10/2021	047618	SIEGLE, KATHLEEN J	0.00	2,289.48
110475	3/10/2021	047752	STEELE, ANDREW	0.00	2,985.38
110476	3/10/2021	047780	STEPHAN, ALICIA	0.00	2,273.86
110477	3/10/2021	046983	STICKA, BENJAMIN T	0.00	2,683.65
110478	3/10/2021	002733	STITELER, SARAH J	0.00	9.86
110479	3/10/2021	002781	TREHARNE, RICHARD N	0.00	1,138.53
110480	3/10/2021	047525	TRUONG, MAN N	0.00	3,673.96
110481	3/10/2021	047015	VERMILLION, JESSE D	0.00	3,023.92
110482	3/10/2021	046773	ZAPATA, CAMERON A	0.00	2,693.58
110483	3/10/2021	047715	ZENDT, BEVERLY M ✓	0.00	4,699.90
110484	3/10/2021	047739	ALEKSANDRUK, VIKTORIYA I	0.00	1,675.24
110485	3/10/2021	041852	ALLEN JR, MICHAEL LEROY	0.00	2,468.68
110486	3/10/2021	047702	ALMAS, DEVIN A	0.00	2,541.21
110487	3/10/2021	002104	ATKINSON, JOHN M - OT	0.00	4,957.80
110488	3/10/2021	040851	ATKINSON, REBECCA MARY	0.00	3,034.71
110489	3/10/2021	047595	BAKER, CORI C	0.00	2,408.45
110490	3/10/2021	047118	BALAZIC, CAMERON M - OT	0.00	4,351.31
110491	3/10/2021	002115	BALAZIC, MARY S	0.00	2,702.75
110492	3/10/2021	047624	BARNARD, EVAN KALANI	0.00	2,811.73
110493	3/10/2021	046924	BARNES, JENNA L	0.00	1,973.32
110494	3/10/2021	047227	BARNES, MICHAEL J	0.00	3,074.55
110495	3/10/2021	046684	BAUER, KRISTA M	0.00	3,922.70
110496	3/10/2021	002136	BEARD, JULIE L	0.00	3,859.15
110497	3/10/2021	036495	BOLLERUD, JESSE D	0.00	3,549.17
110498	3/10/2021	002161	BOWMAN, TODD W	0.00	2,348.19
110499	3/10/2021	047726	CARLSON, KATHRYN E	0.00	2,054.95
110500	3/10/2021	036498	CASSIDY, JASON TRAVIS	0.00	3,082.07
110501	3/10/2021	038386	CHIVINGTON, SABRINA L	0.00	3,475.31
110502	3/10/2021	002217	CHUNG, PAUL K ✓ OT	0.00	4,753.22
110503	3/10/2021	043897	CLARK, NOEL BENJAMIN	0.00	3,044.15
110504	3/10/2021	002221	CLEMMONS, ROBERT L	0.00	2,890.09
110505	3/10/2021	002222	COATS, BRIAN K ✓	0.00	5,004.54
110506	3/10/2021	046711	COLLINS, BEAU B - OT	0.00	4,047.32
110507	3/10/2021	033362	CORBRAY, KIMBERLY LAJOYCE	0.00	3,024.98

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110508	3/10/2021	046777	CORK, AARON M	0.00	3,095.70
110509	3/10/2021	047794	CRAWFORD, JACOB D	0.00	2,369.93
110510	3/10/2021	047716	DAGLEY, HAYDEN JM	0.00	2,942.11
110511	3/10/2021	041739	D'AMICO, NATALIE LYNNE	0.00	2,507.96
110512	3/10/2021	002252	DAVIES, COLIN M	0.00	3,015.19
110513	3/10/2021	036099	DENNEHY, MARIA AGNES	0.00	1,603.81
110514	3/10/2021	046616	DOWNING, GEORGE E	0.00	3,659.71
110515	3/10/2021	047099	EDWARDS, RENARD T	0.00	2,963.07
110516	3/10/2021	045947	FISHER, JASON C	0.00	3,262.92
110517	3/10/2021	047536	FORD, JAMIE L	0.00	2,802.57
110518	3/10/2021	002322	FULLER, MARTIN S ✓	0.00	4,595.21
110519	3/10/2021	023285	GATELY, TIMOTHY J ✓	0.00	4,418.32
110520	3/10/2021	045609	GAUTHIER, ERIN V	0.00	2,314.12
110521	3/10/2021	039332	GEORGE, RYAN M - OT	0.00	4,832.14
110522	3/10/2021	047260	GONZALES, SANDRA E	0.00	1,769.37
110523	3/10/2021	002557	GRAMLEY, PATRICIA SUE	0.00	3,376.57
110524	3/10/2021	035033	GRESHAM III, THOMAS E	0.00	2,573.14
110525	3/10/2021	046604	HALL, BRIAN W	0.00	2,952.11
110526	3/10/2021	047120	HAMMOND, CAROL C	0.00	1,961.23
110527	3/10/2021	047293	HASTINGS JR, TERRY L	0.00	2,022.76
110528	3/10/2021	046783	HECHT, TONI J	0.00	2,205.49
110529	3/10/2021	047098	HINDMARCH, JOHN N	0.00	2,542.50
110530	3/10/2021	047402	HOCHHALTER, STACY M	0.00	2,108.70
110531	3/10/2021	047576	HOOD, BRIAN L	0.00	3,031.62
110532	3/10/2021	046885	HORN, JORDAN J	0.00	2,623.71
110533	3/10/2021	046593	JENSEN, TERRI J	0.00	3,007.56
110534	3/10/2021	002429	JONES, JEFFREY M - OT	0.00	4,111.02
110535	3/10/2021	047614	JONES, NATALIE M	0.00	2,193.18
110536	3/10/2021	038227	JONES, TAY MICHAEL	0.00	2,630.49
110537	3/10/2021	046789	JUREK, VICTORIA R	0.00	2,041.20
110538	3/10/2021	047788	KAPANA, KAITLIN ANN	0.00	2,351.24
110539	3/10/2021	038000	KAPTUR, KEVIN SAENZ	0.00	2,723.13
110540	3/10/2021	047810	KEMP, TONYA M	0.00	1,103.27
110541	3/10/2021	047806	KROLL, HESUSA MARIE	0.00	2,481.88
110542	3/10/2021	002460	KRUEGER, DOUGLAS M - OT	0.00	4,566.61
110543	3/10/2021	047777	LAZO, RYAN MICHAEL	0.00	3,977.01
110544	3/10/2021	046821	LIAN, SASHA D	0.00	2,338.12
110545	3/10/2021	002479	LINCOLN, STEVEN K - OT	0.00	5,945.89

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110546	3/10/2021	047793	LOPEZ, AMBER NICOLE	0.00	2,460.75
110547	3/10/2021	047738	LOWE, DARRELL L ✓	0.00	5,344.44
110548	3/10/2021	023196	MCADAM, MATHEW W	0.00	2,857.74
110549	3/10/2021	035330	MCCORMICK, MICHAEL EDWARD	0.00	3,060.64
110550	3/10/2021	047035	MCMILLAN, TANYA J	0.00	2,427.95
110551	3/10/2021	047124	MCNAMARA, DANIEL J	0.00	3,149.72
110552	3/10/2021	047298	MENDEZ, MICHAEL D	0.00	2,973.87
110553	3/10/2021	047724	MENDOZA, DANIEL V	0.00	2,603.06
110554	3/10/2021	047142	MITCHELL, CHRISTINE E	0.00	3,095.91
110555	3/10/2021	047727	MOSER, CURTIS D	0.00	2,444.82
110556	3/10/2021	047234	MULLEN, SHERYLA	0.00	3,396.01
110557	3/10/2021	047383	NAROSKI, JACQUELINE L	0.00	1,769.96
110558	3/10/2021	047728	O'TOOLE, JULIA L	0.00	3,941.00
110559	3/10/2021	046702	OTT, LEAH M	0.00	0.00
110560	3/10/2021	035140	OVERMAN, SCOTT F	0.00	2,939.11
110561	3/10/2021	037116	PALMER, JAMIN M	0.00	3,653.66
110562	3/10/2021	002847	PAULSEN, JAMES R	0.00	3,505.56
110563	3/10/2021	047055	PEARLSTEIN, ALEXIS P	0.00	2,986.91
110564	3/10/2021	047343	PERKINS, ZACHARY A	0.00	3,054.58
110565	3/10/2021	033434	PERRY, BRANDY NICOLE	0.00	2,222.98
110566	3/10/2021	002601	PERRY, JAMES J	0.00	1,970.13
110567	3/10/2021	002602	PETERS, MICHAEL T	0.00	1,864.81
110568	3/10/2021	047082	PETERSON, ROBERT L	0.00	3,350.85
110569	3/10/2021	002296	PRYOR, ANNMARIE F	0.00	3,703.09
110570	3/10/2021	047609	RAPCAN, JOSEPH S	0.00	2,620.05
110571	3/10/2021	047498	REHAUME, ERIC I	0.00	2,920.21
110572	3/10/2021	002631	RENGGLI, LISA R	0.00	2,143.38
110573	3/10/2021	047087	ROBERTSON, LISA L	0.00	2,487.34
110574	3/10/2021	047433	ROMAIN, BRYSON	0.00	3,473.70
110575	3/10/2021	046985	ROMERO, NICHOLAS S	0.00	3,511.33
110576	3/10/2021	036093	RUHLAND, ELIZABETH F	0.00	2,292.27
110577	3/10/2021	002662	SANDIN, JEREMY B	0.00	3,680.65
110578	3/10/2021	047257	SCHMIDT, JEFFREY M	0.00	3,515.78
110579	3/10/2021	047773	SCILEPPI, GREGORY SCOTT	0.00	2,727.74
110580	3/10/2021	002678	SHANKS, CRAIG D	0.00	3,365.58
110581	3/10/2021	035136	SHONE, CHRISTOPHER JOSEPH	0.00	3,831.35
110582	3/10/2021	046973	SIMON, BETH A	0.00	1,660.41
110583	3/10/2021	047500	SINCLAIR, RASHAUN T	0.00	3,298.40

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110584	3/10/2021	046829	SLADE, ALIYYAH	0.00	2,647.48
110585	3/10/2021	039985	SMITH, DANIEL MYERS	0.00	3,387.20
110586	3/10/2021	047410	STANLEY, TIFFANY R	0.00	1,909.88
110587	3/10/2021	037867	STEARNS, KEVIN D	0.00	2,997.49
110588	3/10/2021	035638	STEVENS, COREY N -OT	0.00	4,002.93
110589	3/10/2021	047338	TELL, CORY C	0.00	3,029.34
110590	3/10/2021	046929	THOMPSON, LORENA E	0.00	2,446.19
110591	3/10/2021	046925	TINGLEY, JOSEPH D	0.00	3,413.39
110592	3/10/2021	047131	TOLBERT, MARSHALL HOLDEN MCCLE	0.00	3,701.24
110593	3/10/2021	047522	TOMLINSON, TY R	0.00	2,661.96
110594	3/10/2021	047712	TRAN, STEVEN Q	0.00	2,513.26
110595	3/10/2021	002790	TWENTY, GREGORY L -OT	0.00	4,379.31
110596	3/10/2021	002464	TYCHSEN, ANNE T	0.00	2,559.13
110597	3/10/2021	047401	VERWAHREN, TYLER J	0.00	2,842.77
110598	3/10/2021	047097	WENZEL, ZACHARY D	0.00	2,915.70
110599	3/10/2021	039435	WERRE, CRAIG V	0.00	2,594.52
110600	3/10/2021	002852	WHITEAKER, VALERIE L	0.00	2,346.05
110601	3/10/2021	047344	WOLF-BUCK, ANDREA B	0.00	2,636.53
110602	3/10/2021	047785	FLUDE, STEVEN T ✓	0.00	5,009.98
110603	3/10/2021	047700	JUAREZ, DAVID - - Retro Pay	0.00	6,330.75
110604	3/10/2021	047109	AL-ALI, BASSAM T ✓	0.00	4,084.18
110605	3/10/2021	002107	AVERILL, JOSEPH P ✓	0.00	4,176.37
110606	3/10/2021	047644	CLARK, CODY	0.00	1,903.41
110607	3/10/2021	041082	CRIDDLE, PATRICIA SALINAS ✓	0.00	4,098.99
110608	3/10/2021	002242	CRITTENDEN, ROBERT T	0.00	3,908.87
110609	3/10/2021	030855	CRIVELLO, MARILEE	0.00	1,374.92
110610	3/10/2021	047661	DARDANIA, ILIR	0.00	3,339.15
110611	3/10/2021	046648	DAWSON, ERIC C ✓	0.00	4,099.21
110612	3/10/2021	002330	GIBBS, STEVEN C	0.00	3,928.72
110613	3/10/2021	046762	GOLDMAN JR, JAMES PATRICK	0.00	3,349.46
110614	3/10/2021	002370	HALEY, MICHAEL K ✓	0.00	4,248.41
110615	3/10/2021	002372	HALVORSEN, RICHARD A	0.00	3,103.18
110616	3/10/2021	046857	LACOURSE, JAMES M	0.00	2,593.36
110617	3/10/2021	047017	MCLAIN, ELIZABETH A	0.00	2,526.89
110618	3/10/2021	039881	MORK, JOHN E	0.00	3,159.26
110619	3/10/2021	046873	NOBLE, AARON B	0.00	3,191.04
110620	3/10/2021	040436	O'LEARY II, JOSEPH PATRICK	0.00	3,784.59
110621	3/10/2021	002593	PAUL, DAVID M	0.00	2,143.64

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CITY OF REDMOND

02/16/2021 to 02/28/2021- Type 1 Cycle s

Bank: dirdep - KEY BANK

Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110622	3/10/2021	002609	PHILLIPS, MICHAEL G	0.00	2,417.85
110623	3/10/2021	046880	SHERRILL, COLIN A	0.00	2,910.54
110624	3/10/2021	002702	SINGER, LISA S ✓	0.00	4,053.99
110625	3/10/2021	002723	SPANGLER, JON C	0.00	3,587.14
110626	3/10/2021	046782	WILKINSON, TESSIE D	0.00	2,293.62
110627	3/10/2021	047469	ATLAKSON, JESSICA J	0.00	3,052.60
110628	3/10/2021	034922	AUER, STACEY LOUISE	0.00	1,716.12
110629	3/10/2021	039642	BALZER, AMANDA RACHEL	0.00	3,514.49
110630	3/10/2021	047112	BARRAGAN, EBERLEY W	0.00	1,129.52
110631	3/10/2021	002172	BROWN, CYNTHIA M	0.00	3,536.63
110632	3/10/2021	002250	DANE, ROGER W	0.00	954.59
110633	3/10/2021	047497	DETTELBAACH, ANNE M	0.00	2,246.73
110634	3/10/2021	047091	FLANAGAN, EMILY ANNE LARSON	0.00	3,311.68
110635	3/10/2021	042056	HARDY, THOMAS W - merit bonus	0.00	4,975.22
110636	3/10/2021	002399	HITCH, STEPHEN J	0.00	3,936.80
110637	3/10/2021	002404	HOLTE, PETER D - merit bonus	0.00	4,300.63
110638	3/10/2021	047535	KEEFE, ERLINDA J	0.00	2,196.85
110639	3/10/2021	002527	MCQUARY, SCOTT M - merit bonus	0.00	6,169.06
110640	3/10/2021	047014	MOLDVER, AARON L	0.00	3,705.59
110641	3/10/2021	047708	NICKERSON, CURTIS M	0.00	3,690.61
110642	3/10/2021	046633	PFUNDT, JESSICA N	0.00	1,900.50
110643	3/10/2021	047584	REED JENNINGS, TERESA	0.00	3,337.99
110644	3/10/2021	002639	RIGG, LISA W - merit bonus	0.00	7,884.16
110645	3/10/2021	047003	SCHIMEK, GARY M - term, vacation payout	0.00	7,734.87
110646	3/10/2021	002751	SWAYNE, DONALD D	0.00	3,131.62
110647	3/10/2021	002765	THOMASSON, SCOTT C - merit bonus	0.00	9,422.62
110648	3/10/2021	002768	THOMPSON, JEFFREY C - merit bonus	0.00	4,500.45
110649	3/10/2021	047226	VENTURATO, ANGIE J	0.00	3,070.91
110650	3/10/2021	046838	WALDO, KENNETH R	0.00	3,107.59
110651	3/10/2021	046986	WELLBORN, CYNTHIA C - merit bonus	0.00	5,862.00
110652	3/10/2021	047116	YOUNG, TALITHA J	0.00	2,341.23
110653	3/10/2021	002120	BARKER, RICHARD D	0.00	3,113.48
110654	3/10/2021	047214	EDWARDS, RICHARD G	0.00	2,111.11
110655	3/10/2021	047632	GRANQUIST, BRAD L	0.00	2,435.58
110656	3/10/2021	047813	LEUPOLD, DANIEL ROBERT	0.00	2,543.61
110657	3/10/2021	047629	MINEO, JAMES	0.00	2,202.02
110658	3/10/2021	046247	PRUISMANN, DERYK L	0.00	2,675.69
110665	3/10/2021	029288	FIX, ERNEST C	0.00	3,448.90

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Bank: dirdep - KEY BANK

Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110659	3/10/2021	002455	JUSTICE, JEANNE KOETJE ✓	0.00	4,358.77
110660	3/10/2021	002564	NILSEN, KRISTIN M	0.00	2,265.18
110661	3/10/2021	002634	RHEAUME, ANDREW J ✓	0.00	4,019.78
110662	3/10/2021	002703	SISK, VICTOR R	0.00	2,543.38
110663	3/10/2021	047222	STEINERT, ADRIENNE L	0.00	2,106.92
110666	3/10/2021	047176	COURTER, ANDREW R	0.00	1,817.91
110667	3/10/2021	046240	DONNELLY, BRIAN R	0.00	2,106.33
110668	3/10/2021	046948	EGAN, BRIAN G	0.00	2,192.39
110669	3/10/2021	046743	EKLUND, TAD PHILLIP	0.00	1,561.84
110686	3/10/2021	047363	PARRA, HECTOR	0.00	1,593.30
110670	3/10/2021	002728	STEDMAN, RANDALL L	0.00	2,113.57
110671	3/10/2021	046520	STORHOW, JAMES O	0.00	3,285.57
110672	3/10/2021	047153	WARTER, NICHOLAS KENNITH	0.00	1,816.61
110673	3/10/2021	047064	WILEN, KEVIN W	0.00	1,872.66
110674	3/10/2021	047229	ADAMS, NATHAN J	0.00	2,565.12
110675	3/10/2021	038332	BERGERON, YURI IVAN	0.00	2,741.52
110676	3/10/2021	002211	CHO, PAUL S	0.00	3,999.14
110677	3/10/2021	047782	FIELDS, THOMAS	0.00	2,597.05
110678	3/10/2021	047825	FREZZA, JOSEPH D	0.00	2,145.71
110679	3/10/2021	002028	KERR, DANIEL M	0.00	3,295.55
110680	3/10/2021	034924	NEWMAN, BRUCE RICHARD ✓	0.00	4,265.64
110681	3/10/2021	047723	SCALES, ANDREW C	0.00	2,379.64
110682	3/10/2021	047376	SCHROEDER, GINA M	0.00	2,623.63
110683	3/10/2021	046493	SHABIR, ADNAN	0.00	3,384.73
110684	3/10/2021	002741	STURTEVANT, TERESA R	0.00	2,442.59
110685	3/10/2021	047642	TSURU, HIDEMI J - Retro pay	0.00	4,305.38
110687	3/10/2021	047804	ARNOLD, HANK WILLIAM	0.00	2,212.37
110688	3/10/2021	047701	BARRY, NICHOLAS C	0.00	2,180.77
110689	3/10/2021	039769	COLDEN, TED LOUIS	0.00	2,442.28
110690	3/10/2021	047028	EDWARDS, DILLON S	0.00	2,016.98
110691	3/10/2021	039771	FILION, BRYAN MATTHEW	0.00	1,775.16
110692	3/10/2021	024266	HARDY, MARVIN R	0.00	3,583.16
110693	3/10/2021	047604	HOPKE, CLINT J	0.00	1,886.38
110694	3/10/2021	046581	OSBORNE, TRISTON S	0.00	2,806.81
110695	3/10/2021	046876	SEDENO, JUSTIN A	0.00	2,273.49
110696	3/10/2021	047791	THOMPSON, ANDRE M	0.00	1,906.11
110697	3/10/2021	002766	THOMPSON, CRAIG W	0.00	2,036.07
110698	3/10/2021	031263	AGNEW JR, ROBERT JAMES	0.00	2,763.97

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Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110699	3/10/2021	047790	ANDERSON, BRETT P	0.00	2,273.36
110700	3/10/2021	047787	ANDREEV, ILIYA	0.00	1,634.47
110701	3/10/2021	002186	BURTSCHKE, JOHN R	0.00	2,819.06
110702	3/10/2021	046940	BUSKEN, BRIAN K	0.00	2,707.87
110703	3/10/2021	002192	CALDWELL, KATHRYN C	0.00	986.10
110704	3/10/2021	047578	CARRUTHERS, JOSHUA A	0.00	2,425.15
110705	3/10/2021	047368	CHAMBERS, MITCHELL R	0.00	2,017.00
110706	3/10/2021	047508	COUNSELLOR, JESSE A	0.00	1,805.83
110707	3/10/2021	002364	HADDOCK, JACEY D	0.00	1,995.88
110708	3/10/2021	046744	HEATH, JOSEPH J	0.00	1,882.49
110709	3/10/2021	047436	NIELD, BENJAMIN N	0.00	1,799.72
110710	3/10/2021	039981	PECK, RONALD P	0.00	2,057.64
110711	3/10/2021	038004	SARGINSON, DARREN MICHAEL	0.00	2,404.10
110712	3/10/2021	047144	SCHANTZ, EDWARD FREDERICK	0.00	2,142.48
110713	3/10/2021	036088	THOMAS, BRYAN R	0.00	2,437.24
110714	3/10/2021	047749	WOLFF, GABRIELLE	0.00	2,935.20
110715	3/10/2021	047640	CAFFREY, NICHOLAS J	0.00	2,038.97
110716	3/10/2021	047152	CARY, JORDAN S	0.00	2,062.27
110717	3/10/2021	047513	CLARKE, ADAM J	0.00	2,145.45
110718	3/10/2021	046665	GLENN, DAVID W	0.00	3,078.63
110719	3/10/2021	035441	GRINGAUZ, YAKOV	0.00	2,499.75
110720	3/10/2021	047290	KIRAL, JOSEPH M	0.00	1,778.54
110721	3/10/2021	041078	MOORE, STEVEN S	0.00	3,184.89
110722	3/10/2021	047696	PAGEL, REED	0.00	2,389.42
110723	3/10/2021	002638	RICH, PATRICK C	0.00	2,410.62
110724	3/10/2021	047653	SMAY, JOSHUA D	0.00	1,646.20
110725	3/10/2021	047531	CHAMBERS, JONATHAN M ✓	0.00	4,079.64
110726	3/10/2021	002267	DISHER, TRACI A	0.00	2,463.62
110727	3/10/2021	047261	EMAMI, DEBRA E	0.00	3,106.83
110728	3/10/2021	047589	KEARNS, JULIE R	0.00	3,430.15
110729	3/10/2021	047753	MEZA, SUE D ✓	0.00	4,399.36
110730	3/10/2021	002848	PRATT BARLOW, CHARLES M	0.00	3,746.84
110731	3/10/2021	002048	RIS, ROMAN	0.00	3,440.19
110732	3/10/2021	047685	SMITH, TIMOTHY W ✓	0.00	4,043.08
110733	3/10/2021	045949	WERR, DANIEL R	0.00	3,447.41
110734	3/10/2021	047236	WOODYATT, KESTON R - merit bonus	0.00	5,869.27
110735	3/10/2021	046580	EASTHAM, STEVE J	0.00	3,420.42
110736	3/10/2021	002024	HERMANSON, LINDA L ✓	0.00	4,111.15

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Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110737	3/10/2021	046982	MCHUGH, MATTHEW J	0.00	2,063.31
110738	3/10/2021	046685	MULLINS, ERIC B	0.00	2,851.15
110739	3/10/2021	047671	WISENER, MICHELLE M	0.00	1,919.08
110740	3/10/2021	002017	BRADY, MELISSA A	0.00	3,581.17
110741	3/10/2021	044400	DULAN, ROMEO DAN	0.00	3,765.09
110742	3/10/2021	002018	FEARS, NATE E	0.00	3,121.17
110743	3/10/2021	047818	GEORGE, PETER W	0.00	3,606.06
110744	3/10/2021	040427	KLEIN, KEVIN WAYNE	0.00	3,059.82
110745	3/10/2021	038341	MYERS, STACY R	0.00	3,132.01
110746	3/10/2021	047052	OLIVO, GUSTAVO P	0.00	3,002.11
110747	3/10/2021	047689	COGLIANESE, THOMAS A	0.00	3,567.45
110748	3/10/2021	047772	FETROW, JOHN P	0.00	3,945.89
110749	3/10/2021	046989	LARSEN, JAMES M	0.00	3,538.88
110750	3/10/2021	037234	LAYCOCK, KEITH P ✓	0.00	4,654.59
110751	3/10/2021	047462	MAY AGUILAR, JOSE A	0.00	3,753.83
110752	3/10/2021	046859	SKAW, JULIE A	0.00	3,360.23
110753	3/10/2021	047827	BLAZZARD, KEVIN E	0.00	2,547.38
110754	3/10/2021	047786	HARDY, KRISTY N	0.00	3,532.17
110755	3/10/2021	046852	JOHNSON, DAWN M	0.00	3,373.37
110756	3/10/2021	046622	O'NEILL, MARIA T	0.00	3,236.51
110757	3/10/2021	046871	SEKHON, SIMRAT S ✓	0.00	4,629.28
Employee Check Totals				0.00	2,047,491.98

Bank: dirdep - KEY BANK

Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110758	3/10/2021	002086	ALTENBURG, DWIGHT	0.00	0.00
110759	3/10/2021	002108	VERY, CLINTON R	0.00	0.00
110760	3/10/2021	002201	CAROLAN, EDWARD P	0.00	0.00
110761	3/10/2021	002388	HELGESON, MELVIN	0.00	0.00
110762	3/10/2021	002391	HERDECK JR, GORTON A	0.00	0.00
110763	3/10/2021	002490	LOVETT, ROBERT B	0.00	0.00
110764	3/10/2021	002532	MELLQUEST, FRANK L	0.00	0.00
110765	3/10/2021	002563	NIENABER, MATTHEW J	0.00	0.00
110766	3/10/2021	002580	OLSON, JACK E	0.00	0.00
110767	3/10/2021	002599	PENNER, GEORGE R	0.00	0.00

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Check #	Date	Employee #	Name	Check Amt	Direct Deposit
110768	3/10/2021	002623	RADTKE, RICHARD	0.00	0.00
110769	3/10/2021	002644	ROBERSON, GEORGE G	0.00	0.00
110770	3/10/2021	002677	SEYMOUR, JON E	0.00	0.00
110771	3/10/2021	002693	SHOUMAN, JOHN L	0.00	0.00
110772	3/10/2021	002708	SMITH, DONALD G	0.00	0.00
110773	3/10/2021	002212	CHRISTENSEN, NORMAN A	0.00	0.00
110774	3/10/2021	002244	CROSSLAND, CLYDE R	0.00	0.00
110775	3/10/2021	002324	GAINER, LARRY W	0.00	0.00
110776	3/10/2021	002362	GUTTORMSEN, OSCAR O	0.00	0.00
110777	3/10/2021	002386	HEIMBIGNER, CORWIN T	0.00	0.00
110778	3/10/2021	002454	KOENIG, KENNETH F	0.00	0.00
110779	3/10/2021	024368	KRIEBLE, JAMES H	0.00	0.00
110780	3/10/2021	002541	MOOTHART, RICHARD S	0.00	0.00
110781	3/10/2021	002613	POTTS, GEORGE E	0.00	0.00
110782	3/10/2021	002664	SATHER, WENDELL H	0.00	0.00
110783	3/10/2021	002682	SHEEHAN, ROBERT W	0.00	0.00
110784	3/10/2021	002756	TAYLOR, JAMES W	0.00	0.00
110785	3/10/2021	002782	TRENT, CARL E	0.00	0.00
110786	3/10/2021	002804	WATSON, LAVON M	0.00	0.00
Employee Check Totals				0.00	0.00

Bank: dirdep - KEY BANK

Benefit Checks

Check #	Date	Payee #	Name	Check Amt	Direct Deposit
110787	3/10/2021	050	HRA VEBA TRUST	0.00	7,930.00
110788	3/10/2021	019	NAVIA BENEFIT SOLUTIONS	0.00	10,263.98
110789	3/10/2021	007	REDMOND FIREFIGHTERS UNION, LO	0.00	20,350.00
Total				0.00	38,543.98
Payee Totals				0.00	38,543.98
Bank dirdep Totals (699 Forms)				0.00	2,086,035.96

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Bank: eft - KEY BANK

Benefit Checks

Check #	Date	Payee #	Name	Check Amt	Direct Deposit
1291	3/10/2021	001	DEPARTMENT OF RETIREMENT LEOFF	189,428.45	0.00
1288	3/10/2021	002	DEPARTMENT OF RETIREMENT PERS	357,395.29	0.00
1289	3/10/2021	026	ELECTRONIC FEDERAL TAX PAYMENT	406,860.74	0.00
1290	3/10/2021	020	METLIFE C/O FASCORE, LLC	50,604.48	0.00
1292	3/10/2021	021	WASH ST CHILD SUPPORT	1,498.28	0.00
Total				1,005,787.24	0.00
Payee Totals				1,005,787.24	0.00
Bank eft Totals (5 Forms)				1,005,787.24	0.00

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Bank: pr - KEY BANK

Check #	Date	Employee #	Name	Check Amt	Direct Deposit
186617	3/10/2021	047828	SHEPPARD, ADRIAN B	4,278.55	0.00
186618	3/10/2021	047418	LAMBERT, NICOLE M	200.57	0.00
186619	3/10/2021	002495	LYGA, PATRICK J	2,791.09	0.00
186620	3/10/2021	047826	CASSIDY, SCOTT RYAN	2,677.04	0.00
186621	3/10/2021	046714	LOTT, KENNETH E	3,197.94	0.00
186622	3/10/2021	002020	GADEPALLI, KIRAN S	3,630.23	0.00
Employee Check Totals				16,775.42	0.00

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Benefit Checks

Check #	Date	Payee #	Name	Check Amt	Direct Deposit
186623	3/10/2021	006	REDMOND CITY HALL EMPLOYEE ASN	3,100.00	0.00
	3/10/2021	014	REDMOND, CITY OF, HUMAN SERVIC	-373.33	0.00
186624	3/10/2021	054	TEAMSTERS LOCAL 117	125.00	0.00
186625	3/10/2021	058	TEAMSTERS LOCAL 117, RPA DUES	5,328.83	0.00
186626	3/10/2021	013	UNITED WAY OF KING COUNTY	176.67	0.00
186627	3/10/2021	005	WSCCCE, AFSCME, AFL-CIO, COUNT	4,880.25	0.00
186628	3/10/2021	015	WSCFF EMPLOYEE BENEFIT TRUST	14,500.00	0.00
Total				27,737.42	0.00
Payee Totals				27,737.42	0.00
Bank pr Totals (13 Forms)				44,512.84	0.00
Grand Total				1,050,300.08	2,086,035.96

Next Step: Account Posting (AP)

Totals Checks and Direct Deposit (717 Forms)

3,136,336.04

Pay Period is Open (Locked)

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CITY OF REDMOND

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Source pay period:

No Pending Benefit Checks

Doc source:

Banded code:

Fund:

Check Total:

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Employee Gender Statistics

Number of females paid	236
Number of males paid	466
Total Employees Paid	702

I, the Finance Director, do hereby certify to the City Council, that the checks for the month of March 2021 are true and correct to the best of my knowledge.



Kelley Cochran, Deputy Finance Director
City of Redmond
Redmond, Washington

We, the undersigned Councilmembers, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation, and that the claim is a just, due and unpaid obligation against the City of Redmond, and that we are authorized to authenticate and certify to said claim. All checks numbered 431915 through 432121 and Wire Transfers are approved for payment in the amount of \$5,552,307.46

This 16th day of March 2021.

CITY OF REDMOND
CHECK APPROVAL REGISTER
3/3/2021

Check Number	Check Date	Vendor Name	Description	Check amount
431915	3/3/2021	911 Supply Inc	Uniforms and uniform accessories	\$41.01
431916	3/3/2021	Accurate Auto Body Inc	Work on 2013 Ford Escape SE	\$3,802.44
431917	3/3/2021	Adrian M Whorton	CC# 9406 Medical Director Svcs for ALS Feb 2021	\$5,555.00
431918	3/3/2021	Advance Marking Systems	Passport Nametags	\$278.75
431919	3/3/2021	All Battery Sales & Service Inc	Recycling Service	\$420.86
431920	3/3/2021	Alternative Roofing Systems Inc	Reported incorrect number of FTE	\$833.00
431921	3/3/2021	Am Test Inc	Water Bacteriological Analysis	\$1,230.00
431922	3/3/2021	Aramark Uniform Services Inc	Uniform Services Fleet Main	\$146.78
431923	3/3/2021	Aspect Consulting LLC	CC#8338-2 On Call Geotechnical & Environmental Sv	\$4,229.61
431924	3/3/2021	Assetworks Inc	Upgrade Assistance Service	\$6,060.00
431925	3/3/2021	Associated Petroleum Products Inc	Fuel	\$19,306.84
431926	3/3/2021	AT&T Mobility (AKA: FirstNet)	January 2021 Services	\$15,408.18
431927	3/3/2021	BHC Consultants LLC	CC# 9735-1 General Wastewater Plan update	\$21,864.16
431928	3/3/2021	Bickford Motors Inc	Misc Auto Parts	\$2,513.81
431929	3/3/2021	Bob Murray & Associates	CC# 9492 Fire Chief Recruitment Services	\$17.41
431930	3/3/2021	Bound Tree Medical	Drugs and Pharmaceuticals	\$4,916.08
431931	3/3/2021	Buenavista Services Inc	Cleaning Services October 2020	\$4.00
431932	3/3/2021	Builders Exchange of Washington Inc	Online Bid Postings	\$52.85
431933	3/3/2021	Bullseye Creative Inc	CC# 8696 Tourism Marketing Program	\$46,517.18
431934	3/3/2021	CADD Microsystems Inc	Bluebeam Revu Standard License	\$385.33
431935	3/3/2021	Cadman Inc	Leaf Rake 22"	\$21.89
431936	3/3/2021	Cedar Grove Composting Inc	Compost Fine	\$28.07
431937	3/3/2021	Central Welding Supply Co Inc	Oxygen and Cylinder Rentals Evergreen Hospital	\$62.83
431938	3/3/2021	CentralSquare Technologies LLC	Lucity Staff Training-Public Admin 1208988	\$1,215.00
431939	3/3/2021	Cintas Corporation	Misc Parts for Hartman Park	\$351.33
431940	3/3/2021	City of Kirkland	Fuel for Emergency Units January 2021	\$539.18
431941	3/3/2021	Contract Land Staff LLC	CC#9032 Evans Creek Relocation	\$2,886.50
431942	3/3/2021	Cummins Inc	Reimb dup payment of 2019 fees	\$115.00
431943	3/3/2021	Daily Journal of Commerce Inc	Bid Advertisements	\$485.90
431944	3/3/2021	DBecker Consulting LLC	CC# 9450 Construction Management Consultation	\$17,325.00
431945	3/3/2021	Emergent Respiratory	Medium Masks	\$997.20
431946	3/3/2021	Everett Polygraph Services LLC	Recycling Service	\$400.00

431947	3/3/2021	Evergreen Health	CC# 5966 Rent Paramedics Qtrs Evergreen MAR 2021	\$1,500.00
431948	3/3/2021	Experian	Pre-employment Credit Checks	\$55.31
431949	3/3/2021	Fastenal Company	Material Vending Machine & Maint Inventory	\$264.52
431950	3/3/2021	Financial Consulting Solutions Group Inc	CC# 9316-3 Temporary Construction Dewatering Busin	\$8,298.75
431951	3/3/2021	Fire Protection Inc	Fire Alarm Monitoring Services Feburary 2021	\$4,129.37
431952	3/3/2021	Forterra NW	Green Redmond Partnership	\$2,795.00
431953	3/3/2021	Frank Melquest (LEOFF-retirement)	March 2021 LEOFF1 Monthly Benefit	\$540.19
431954	3/3/2021	Freightliner Northwest	HI Torque Clamp	\$8.70
431955	3/3/2021	Frost Control Systems Inc	Frost Control Sensors - Payment 1 or 4 for Frost C	\$6,750.00
431956	3/3/2021	Galls LLC	Uniform Supplies for Fire	\$1,380.66
431957	3/3/2021	Gentle Ben's Tree Service Inc	Cut & Limb Trees on Water Dept Property	\$3,299.99
431958	3/3/2021	Genuine Parts Co (AKA: NAPA)	Misc Auto Parts	\$455.16
431959	3/3/2021	George Penner (leoff-retirement)	March 2021 LEOFF1 Monthly Benefit	\$1,210.72
431960	3/3/2021	Granicus	Government Transparency Managed Svcs Mar 2021	\$2,938.92
431961	3/3/2021	Harbor Pacific Contractors Inc	CC# 9419 Wastewater Pump Station 13	\$361,821.88
431962	3/3/2021	Hayre McElroy & Associates LLC	CC# 9076 On Call Materials Testing	\$4,593.03
431963	3/3/2021	HD Fowler Co Inc	Misc Supplies	\$14,050.71
431964	3/3/2021	Helena's Cleaners	Uniform Cleaning for PD	\$422.39
431965	3/3/2021	Honey Bucket	Portable Toilet Rental Senior Center	\$1,415.00
431966	3/3/2021	IBI Group a California Partnership	CC# 9495 Comprehensive Plan Visioning & Land Use	\$31,700.00
431967	3/3/2021	Imagesource Inc	Document Storage for Police Feb - April 2021	\$28,901.25
431968	3/3/2021	Ivoxy Consulting	Commvault Maint Renewal 03/20/21-03/19/22	\$46,352.47
431969	3/3/2021	JASSMarketing LLC	Signs - Various Signage for re-opening of Pool	\$1,537.60
431970	3/3/2021	Jimmys Auto Upholstery & Tops	Misc Upholstery Work	\$402.37
431971	3/3/2021	Karisa Reinhard	Pig / Piglets for FM Farm	\$350.00
431972	3/3/2021	Keeney's Office Supply Inc	Paper	\$1,233.23
431973	3/3/2021	King County	CC# 9564 Public Defender Indigency Screen Jan 2021	\$249.00
431974	3/3/2021	Kirkland Buick GMC	Misc Auto Parts	\$256.17
431975	3/3/2021	Kone Inc	City Wide Elevator Inspection January 2021	\$6,476.02
431976	3/3/2021	Lakeside Industries	Dump Fees	\$441.76
431977	3/3/2021	Laura Tuson	Completion of Record Drawing Process	\$2,500.00
431978	3/3/2021	Leapfile Inc	User Licenses 11/10/20-05/09/21	\$100.00
431979	3/3/2021	Leavitt Group Northwest (Whitfield United/Leavitt)	Policy STP412229 02/15/21-02/15/22	\$5,024.70
431980	3/3/2021	Les Schwab Tire Center	Tires / Services	\$126.55
431981	3/3/2021	Life Assist Inc	Medical Supplies for Fire BLS & ALS	\$1,763.87
431982	3/3/2021	LN Curtis & Sons	Uniforms for PD	\$1,249.17
431983	3/3/2021	LTI Inc	Gradation Road Salt	\$17,323.09

431984	3/3/2021	ManageForce Corporation	CC# 8238 SQL Database Admin Svcs March 2021	\$3,750.00
431985	3/3/2021	McKinstry Essention LLC	CC# 8064 Lighting Upgrades & Heat Pump Replacement	\$119,473.92
431986	3/3/2021	Minuteman Press	CC# 9218 Printing Services for Business Cards	\$343.20
431987	3/3/2021	National Door Inc	Incorrect Reporting of FTE & Penalty Waiver	\$1,249.50
431988	3/3/2021	Net Transcripts Inc	Transcription Services	\$41.79
431989	3/3/2021	Norstar Industries Inc	Misc Parts	\$849.95
431990	3/3/2021	Occupational Health Centers	Employee Medical Exams	\$280.00
431991	3/3/2021	Occupational Health Centers	Employee Medical Exams	\$108.50
431992	3/3/2021	OnSite Environmental Inc	Groundwater Monitoring	\$14,469.00
431993	3/3/2021	O'Reilly Auto Parts	Misc Auto Parts	\$477.63
431994	3/3/2021	Owen Equipment Co	Misc Parts	\$968.40
431995	3/3/2021	Pacer Propane Inc	Propane	\$371.89
431996	3/3/2021	Peter Goldlust	CC# 9615 Pool Fabrication & Installation	\$15,000.00
431997	3/3/2021	Precision Press	CC# 9219 Encore Senior Center News: Print & Mail	\$1,064.02
431998	3/3/2021	Puget Sound Energy Inc	January 2021 Services	\$26,600.77
431999	3/3/2021	Rainier Industries Ltd	Wedge Awning: Fabric Recovers	\$9,858.36
432000	3/3/2021	Redmond Postmaster	Postage for Utility Billing Statements mailing	\$2,665.26
432001	3/3/2021	Richard Radtke (LEOFF 1)	March 2021 LEOFF1 Monthly Benefit	\$90.55
432002	3/3/2021	SHI International Corp	Adobe Acrobat Pro DC for teams	\$170.37
432003	3/3/2021	Shred-It (AKA: Stericycle Inc)	Shredding Service	\$86.57
432004	3/3/2021	Sonata Software North America	Credit for Duplicate Payment	\$4,336.76
432005	3/3/2021	Sound Safety Products (DBA: Work N More)	Uniforms	\$3,635.44
432006	3/3/2021	Sprague Pest Solutions	Pest Control Watershed Preserve	\$417.95
432007	3/3/2021	Staples Contract & Commercial Inc	Office Supplies	\$18.10
432008	3/3/2021	Stryker Sales Corporation	Misc Parts	\$147.71
432009	3/3/2021	Sunbelt Rentals Inc	Equipment Rental	\$447.88
432010	3/3/2021	T Bailey Inc	CC# 9482 Tank Painting and Seismic Upgrades	\$504,745.90
432011	3/3/2021	Tanner Electric Cooperative	Services 01/27/2021 - 02/25/2021	\$710.03
432012	3/3/2021	TEC Equipment Inc	Misc Auto Parts	\$164.59
432013	3/3/2021	The ADT Security Corporation	Upgrade Fire Alarm System FD#12	\$12,649.39
432014	3/3/2021	The Everett Steel Companies	Misc Steel Parts	\$72.67
432015	3/3/2021	The Wide Format Company	Plotter Maintenance Feb 2021	\$131.92
432016	3/3/2021	Tuscan Enterprises Inc	Police Vehicle Lettering for # 1811, 1812, 1813	\$3,881.03
432017	3/3/2021	UniFirst Corporation	Laundry services for Fire Fleet Dept	\$205.20
432018	3/3/2021	United States Conference Of Mayors	Membership 2021	\$5,269.00
432019	3/3/2021	Verathon Inc	Glide Scope Supplies	\$3,598.23
432020	3/3/2021	Verizon Wireless	January 2021 Services	\$603.20

432021	3/3/2021	Washington State Criminal Justice Training Commission	Employee Training - BLEA Class 816	\$3,347.00
432022	3/3/2021	Washington State Dept of Labor & Industries	Boiler Inspection Grasslawn Park	\$33.10
432023	3/3/2021	Washington State Dept of Transportation	Project Costs for January 2021	\$3,282.20
432024	3/3/2021	Washington State Employment Security Dept	2nd Qtr 2020 UI Tax additional	\$16,204.62
432025	3/3/2021	Washington State Patrol (Budget and Fiscal)	Background Checks	\$609.50
432026	3/3/2021	Waste Management Northwest	Street Sweeping & Vector Decanted Waste	\$19,409.70
432027	3/3/2021	WCP Solutions	Janitorial Supplies	\$250.53

Total Checks:	\$1,502,020.07
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Trans No.	Trans Date	Vendor	Description	
Wire	3/3/2021	Premiera	Medical Claims	\$312,792.53
ACH	3/1/2021	Department of Revenue	Excise Tax	\$326.86

Total Wire Transfers:	\$313,119.39
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Voids				
431745	3/3/2021	Hughes Fire Equipment Inc	Check issued on - 2/17/21	(\$98.18)
			Total Voids:	(\$98.18)

Grand Total:	\$1,815,041.28
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**CITY OF REDMOND
CHECK APPROVAL REGISTER**

3/10/2021

Check Number	Check Date	Vendor Name	Description	Check amount
432028	3/10/2021	All Star Rent A Fence Inc	Temporary fence panels	\$3,590.70
432029	3/10/2021	Amazon Web Services Inc	Amazon Web Services February 2021	\$96.32
432030	3/10/2021	Aramark Uniform Services Inc	Uniform Services Operations	\$104.15
432031	3/10/2021	Artech Inc	Storage for March 2021	\$125.92
432032	3/10/2021	Associated Petroleum Products Inc	Fuel	\$21,119.94
432033	3/10/2021	AT&T Mobility (AKA: FirstNet)	February 2021 Services	\$1,662.46
432034	3/10/2021	AT&T Mobility (AKA: FirstNet)	February 2021 Services	\$1,532.40
432035	3/10/2021	Automatic Funds Transfer Services Inc	CC#8698 Printing & Mailing Svcs Utility Billing	\$1,368.46
432036	3/10/2021	BHC Consultants LLC	CC# 8222-3 Design & Engineering Services	\$2,235.54
432037	3/10/2021	BioBag Americas Inc	Bio badges	\$1,112.31
432038	3/10/2021	Blue Star Gas - Seattle	Fuel	\$504.07
432039	3/10/2021	Brake & Clutch Supply Inc	Misc Auto Parts	\$259.05
432040	3/10/2021	Braun Northwest Inc	50503 Lock Electric/Door	\$127.41
432041	3/10/2021	Cadman Inc	Asphalt	\$1,648.20
432042	3/10/2021	Cascadia Consulting Group Inc	CC# 9252 Environmental Sustainability Plan Jan 21	\$1,355.00
432043	3/10/2021	Catalyst Workplace Activation	Office furniture PO 1209185	\$8.05
432044	3/10/2021	CDK Construction Services Inc	CC#9553 Seismic Upgrades for Fire stations	\$165,895.89
432045	3/10/2021	CDK Construction Services Inc	CC#9553 Seismic Upgrades for Fire stations	\$7,998.84
432046	3/10/2021	Central Welding Supply Co Inc	Oxygen and Cylinder Rentals FD # 18	\$655.89
432047	3/10/2021	CenturyLink	February 2021 Services	\$225.87
432048	3/10/2021	Chanin Kelly-Rae Consulting	February 2021 Services	\$3,725.00
432049	3/10/2021	Christina Velazquez Hays	CC# 9614 - 2021 Redmond Art Season Grant	\$750.00
432050	3/10/2021	City of Kirkland	Paramedic Training	\$17,072.46
432051	3/10/2021	Copiers Northwest Inc	CC# 8925 Feb 2021 City Wide Mail Delivery Service	\$10,984.65
432052	3/10/2021	DBecker Consulting LLC	CC# 9450 Construction Management Consultation	\$13,337.50
432053	3/10/2021	De Laurenti Florist Inc	02/24/2021 Class	\$385.00
432054	3/10/2021	Electronic Business Machines	February 2021 Kyocera Maintenance VLQ6901544	\$1,612.11
432055	3/10/2021	Experian	Pre-employment Credit Checks	\$55.00
432056	3/10/2021	Fastenal Company	Material Vending Machine & Maint Inventory	\$87.36
432057	3/10/2021	Fire Protection Inc	Service at FS # 16	\$1,056.99
432058	3/10/2021	Fire Systems West Inc	Fire Alarm Service at Motley Zoo	\$319.00
432059	3/10/2021	Gallagher Benefit Services Inc	CC# 9364 March 2021 Premiums	\$375,993.49

432060	3/10/2021	Galls LLC	Uniform Supplies for Fire	\$652.39
432061	3/10/2021	Genuine Parts Co (AKA: NAPA)	Misc Auto Parts	\$244.27
432062	3/10/2021	Gordon Thomas Honeywell Governmental Affairs	CC# 8732 Lobbying Services February 2021	\$5,609.69
432063	3/10/2021	Grainger	Spill Containment Pallets	\$3,176.11
432064	3/10/2021	Granite Construction Company	CC# 9417 520 Trail Grade Separation at NE 40th	\$749,452.26
432065	3/10/2021	HD Fowler Co Inc	Misc Supplies	\$2,435.76
432066	3/10/2021	HDR Engineering Inc	CC# 9125 Water System Plan Update	\$7,374.75
432067	3/10/2021	Honey Bucket	Portable Toilet Rental Anderson Park	\$115.00
432068	3/10/2021	Horizon Distributors	Irrigation Supplies	\$230.09
432069	3/10/2021	Integrity Structural Engineering PLLC	CC# 8184 Professional Services	\$18,998.45
432070	3/10/2021	Intercom Language Services Inc	Translation Services for Public Defense	\$510.00
432071	3/10/2021	Iron Mountain	Off-Site Records Archival/Retrieval	\$132.36
432072	3/10/2021	Joeleta Martin	CC# 9061 Senior Exercise & Fitness	\$810.00
432073	3/10/2021	Julie W Cauthorn	CC# 8983 Tai Chi Instruction Feb 2021	\$360.00
432074	3/10/2021	Keeney's Office Supply Inc	Paper	\$104.73
432075	3/10/2021	Kim Saganski	Credit for Incorrect Filing of Business License	\$559.90
432076	3/10/2021	King County	March 2021 Sewer	\$1,463,353.43
432077	3/10/2021	LanguageLine Solutions(R)	Language Interpreter Calls February 2021	\$89.62
432078	3/10/2021	LBA RV-Company I LP	Reimbursement Groundwater Protection Program	\$51,133.00
432079	3/10/2021	Level 3 Communications LLC	Long Distance & Internet Services March 2021	\$2,555.65
432080	3/10/2021	LexisNexis Risk Solutions	Digital Records Research February 2021	\$65.89
432081	3/10/2021	LN Curtis & Sons	Uniforms for PD	\$1,723.35
432082	3/10/2021	Lynne Steele	CC# 9592 Yoga Classes	\$180.00
432083	3/10/2021	Macdonald Miller Facility Solutions Inc	HVAC Replacement MOC Bldg. 8 & FS16	\$71,993.50
432084	3/10/2021	McKinsley Essention LLC	CC# 8064 Lighting Upgrades & PSB Heat Pump	\$61,039.79
432085	3/10/2021	Microflex Inc	2021 Subscription Renewal 2/1/21-01/31/22	\$1,387.26
432086	3/10/2021	Minuteman Press	CC# 9222 Printing Services Banner	\$654.56
432087	3/10/2021	MSC Industrial Supply Co	Misc Parts	\$2,269.09
432088	3/10/2021	Norcom	Interlocal Agreement 2nd Qtr. 2021	\$156,430.96
432089	3/10/2021	Northwest Landscape Services of Washington LLC	Landscape Maintenance February 2021	\$2,152.62
432090	3/10/2021	Northwest Regional Crime Analysts Network	2021 NORCAN Dual Membership for Nicole Perry	\$25.00
432091	3/10/2021	Offices of Sharon Rice Hearing Examiner PLLC	CC# 8281 Hearing Examiner Services	\$459.00
432092	3/10/2021	Opsis Architecture LLP	CC# 9579 Redmond Senior and Community Center	\$27,954.00
432093	3/10/2021	Osborn Consulting Inc	CC# 8373-2 On Call Stormwater Engineering Services	\$4,262.76
432094	3/10/2021	Otak Inc	CC# 8904 Engineering Svcs Wastewater Pump Station	\$42,815.88
432095	3/10/2021	Otak Inc	CC# 8256-2 NE 40th Trunkline Outfall Monitoring	\$15,793.50
432096	3/10/2021	Pacific Tool Inc	Credit for Business License Penalty Fee	\$1,904.00

432097	3/10/2021	Penny Arcade Inc	Credit for Business License Penalty Fee	\$2,320.50
432098	3/10/2021	Penser NorthAmerica Inc	Excess WC Insurance Audit Policy EWC008685 2020	\$10,592.00
432099	3/10/2021	Platt Electric Supply	Electrical Supplies	\$107.02
432100	3/10/2021	Puget Sound Energy Inc	February 2021 Services	\$16,736.07
432101	3/10/2021	Rainier Title LLC	Title Services on CIP Project	\$2,972.70
432102	3/10/2021	River Oaks Communications Corporation	Phase 1 High Live Fiber Asset Management Strategy	\$2,527.50
432103	3/10/2021	Sound Safety Products	Uniform for Public Works MOC employees	\$1,341.37
432104	3/10/2021	Staples Contract & Commercial Inc	Office Supplies	\$669.04
432105	3/10/2021	Stein Lotzkar & Starr PS Inc	CC# 7782 Public Defender Services January 2021	\$37,721.00
432106	3/10/2021	Step Up Consulting LLC	Consulting Services for City's Kronos WFD Project	\$27,390.00
432107	3/10/2021	Stryker Sales Corporation	Lifepak 15 V4 Monitor/ Defib	\$36,432.09
432108	3/10/2021	T Mobile	February 2021 Services	\$405.63
432109	3/10/2021	T Mobile	February 2021 Services	\$1,153.68
432110	3/10/2021	Taurus Power & Controls Inc	Diagnose and Repair VFD Drives for Trilogy Pump St	\$1,041.37
432111	3/10/2021	Technical Systems Inc	CC # 9123 Control & Telemetry Upgrades	\$70,445.22
432112	3/10/2021	Techpower Solutions Inc	HP EliteDisplay E243 Monitor	\$219.10
432113	3/10/2021	TIAA Commercial Finance Inc	March 2021 Kyocera Leases	\$4,299.09
432114	3/10/2021	Tible Law PLLC	Conflict Attorney Legal Fees	\$1,400.00
432115	3/10/2021	Utilities Underground	February 2021 Services Acct # 107500	\$527.61
432116	3/10/2021	Waste Management Northwest	February 2021 Services	\$55.73
432117	3/10/2021	Waste Management Northwest	February 2021 Services	\$509.67
432118	3/10/2021	Wescom Communications	Radar Calibration 5 Units	\$990.90
432119	3/10/2021	Wilder Environmental Consulting	CC# 9580 Organics Recycling Outreach	\$2,365.56
432120	3/10/2021	Wright Runstad Associates Limited Partnership	CC# 7388-4 Management Fees March 2021	\$6,814.24
432121	3/10/2021	Ziply Fiber (AKA: Northwest Fiber LLC)	February 2021 Services	\$14,301.30

Total Checks: \$3,579,352.04

Trans No.	Trans Date	Vendor	Description	
Wire	3/10/2021	Premiera	Medical Claims	\$157,914.14
			Total Wire Transfers:	<u>\$157,914.14</u>

Grand Total: \$3,737,266.18

Summary	
3/3/21 Ck Run	\$1,502,020.07
3/10/21 Ck Run	\$3,579,352.04
Wire Transfers	\$471,033.53
Voids	(\$98.18)
Total	<u>\$5,552,307.46</u>



Memorandum

Date: 3/16/2021
Meeting of: City Council

File No. AM No. 21-037
Type: Consent Item

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

Planning and Community Development	Carol Helland	425-556-2107
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DEPARTMENT STAFF:

Planning and Community Development	Beverly Mesa-Zendt	Deputy Director
Planning and Community Development	Brooke Buckingham	Human Services Planning Manager

TITLE:

Adoption of the Resolution Approving the Housing Action Plan

- a. Resolution No. 1544: A Resolution of the City Council of the City of Redmond, Washington, Approving the Housing Action Plan as a Guiding Document with Recommendations for Future Housing Policy, Planning, and Regulatory Amendments to Improve Housing Diversity, Quantity, and Affordability to Meet the Needs of All Economic Segments of the Community

OVERVIEW STATEMENT:

Staff is seeking adoption of a resolution approving the Housing Action Plan to comply with Department of Commerce HB 1923 grant requirements.

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Redmond Zoning Code, Redmond Municipal Code, Redmond Comprehensive Plan
- **Required:**
N/A
- **Council Request:**
Council requested revisions to the draft Housing Action Plan at their meeting on March 2, 2021. A summary of

the Council comments and subsequent revisions is provided in **Attachment C**.

- **Other Key Facts:**

In the fall of 2019, the City of Redmond applied for grant funding through the Department of Commerce for the development of a Housing Action Plan (HAP). Funding for the HAP was made available through HB 1923 passed by the Washington State Legislature and intended to incentivize cities to take actions to increase the variety of housing types available and to increase urban residential density. On February 18, 2020, the City Council authorized the Mayor to execute a contract with ECONorthwest for the development of Redmond's HAP. Project deliverables include:

1. Housing Needs Assessment - *completed*
2. Public Involvement Plan - *completed*
3. Public Involvement Report - *completed*
4. Draft Housing Action Plan - *completed*
5. Implementation Plan/Refined Housing Action Plan - *completed*
6. Final Housing Action Plan - *completed*

OUTCOMES:

Adoption of the resolution for approval of the Housing Action Plan will provide Redmond with appropriate actionable strategies to assist the City in meeting current and future housing needs and ensure compliance with Department of Commerce grant requirements.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**

- Phase 1 - from May to July 2020
- Phase 2 - Community check-in on HAP from January 2021-through March 2021

- **Outreach Methods and Results:** Outreach efforts included stakeholder interviews, focus groups, an initial community questionnaire and a final community questionnaire. Staff have reconnected with original stakeholders regarding the draft plan to identify community priorities for the strategies and implementation actions. Additionally, documents were posted and available for comment on the city's website and for public meetings with both the City Council and the Planning Commission.

- **Feedback Summary:**

Phase 1 outreach results indicated that housing affordability is an issue for many; Redmond is a desirable place to live; homeownership is out of reach for many; lack of housing is a challenge for businesses; new housing types are needed; and people face stigmas about their housing.

Phase 2 outreach results affirmed the draft strategies, prioritizing affordable housing and calling for a diversity of housing stock such as townhomes, duplexes, and low maintenance housing for seniors.

Results from public involvement are more fully provided for in Appendix C of the final Housing Action Plan (**Attachment B**).

BUDGET IMPACT:

Total Cost:

The city was awarded a \$100,000 grant from the Washington State Department of Commerce in October 2019 to complete the Housing Action Plan. Staff resources have been utilized in management and oversight of plan development and will be utilized in implementation.

Approved in current biennial budget: ☒ Yes ☐ No ☐ N/A

Budget Offer Number:
000248 Housing and Human Services

Budget Priority:
Vibrant and Connected

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

If yes, explain:

The most significant budget impact is provided by means of staff time and resources needed to advance implementation components. Other potential city investment and funding impacts are identified in the Implementation Plan and include items that might be supported through future budget requests.

Funding source(s):
General Fund and grant funds received from State 2019 HB 1923 legislation.

Budget/Funding Constraints:
Grant disbursement is contingent upon preparation of deliverables required by the grant contract.

☐ Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
9/22/2020	Business Meeting	Provide Direction
12/8/2020	Committee of the Whole - Planning and Public Works	Receive Information
1/5/2021	Business Meeting	Receive Information
2/9/2021	Study Session	Receive Information
3/2/2021	Business Meeting	Provide Direction

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:
The Housing Action Plan must be completed by April 1, 2021, to comply with contractual requirements for adoption identified in the agreement between the City and the Department of Commerce.

ANTICIPATED RESULT IF NOT APPROVED:

Final disbursement of grant funds is conditioned upon adoption of the Final Housing Action Plan.

ATTACHMENTS:

Attachment A: A Resolution of the City Council of the City of Redmond, Washington

Attachment B: Exhibit A to the Resolution | Housing Action Plan

Attachment C: City Council Comment Matrix

**CITY OF REDMOND
RESOLUTION NO. XXXX**

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF REDMOND, WASHINGTON, APPROVING THE
HOUSING ACTION PLAN AS A GUIDING DOCUMENT
WITH RECOMMENDATIONS FOR FUTURE HOUSING
POLICY, PLANNING, AND REGULATORY
AMENDMENTS TO IMPROVE HOUSING DIVERSITY,
QUANTITY, AND AFFORDABILITY TO MEET THE
NEEDS OF ALL ECONOMIC SEGMENTS OF THE
COMMUNITY

WHEREAS, RCW 36.70A.070 requires that jurisdictions make adequate provisions for meeting the existing and projected housing needs of all economic segments of the community; and

WHEREAS, the Redmond Comprehensive Plan calls for Redmond to ensure an appropriate supply and mix of housing and affordability levels to meet the needs of people who work and desire to live in Redmond; and

WHEREAS, the Washington State Legislature created a new grant program under Engrossed Second Substitute House Bill (E2SHB) 1923 (Chapter 348, Laws of 2019; in part RCW 36.70A. 600), which provided a number of eligible land use planning activities for cities to consider to increase housing capacity, including the creation of a Housing Action Plan; and

WHEREAS, the City of Redmond applied for and received grant funding from Department of Commerce in the amount of \$100,000 to develop a Housing Action Plan; and

WHEREAS, a comprehensive Housing Needs Analysis was conducted to understand current and projected community need, available and needed housing inventory, and demographic data; and

WHEREAS, the City of Redmond involved the public in the development of the plan through stakeholder interviews, focus groups, online questionnaires, social media, and the project website to seek input and guidance on housing needs and the strategies to address those needs; and

WHEREAS, the final Housing Action Plan identifies measures and actions to be taken to meet the existing and projected housing needs of the community including recommended actions to ensure a supply and mix of housing and affordability levels to meet the needs of people who work and desire to live in Redmond; and

WHEREAS, staff presented key findings and project deliverables to the Planning Commission and to Council throughout 2020 and 2021; and

WHEREAS, on March 2, 2021 Council received the final draft Housing Action Plan and requested minor revisions which have been incorporated into the final Housing Action Plan attached herein as Exhibit A.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. The City Council approves the Housing Action Plan as revised and presented to the City Council on March 16, 2021.

ADOPTED by the Redmond City Council this ____ day of _____, 2021.

CITY OF REDMOND

ANGELA BIRNEY, MAYOR

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK (SEAL)

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
RESOLUTION NO.

CITY OF REDMOND

Housing

ACTION PLAN



Acknowledgements

ECONorthwest, with help from Broadview Planning and many staff members at the City of Redmond, prepared this report for the City of Redmond. The project team gratefully acknowledges Mayor Birney and the members of the Redmond City Council for their support of this project. In addition, the project team sends their gratitude to the Washington State Department of Commerce for the funding provided through House Bill 1923. The project team thanks all those who provided their input and helped develop the Redmond Housing Action Plan.

Redmond Mayor and City Council

- Mayor Angela Birney
- Councilmember Jeralee Anderson
- Councilmember David Carson
- Councilmember Steve Fields
- Councilmember Jessica Forsythe
- Councilmember Varisha Khan
- Councilmember Vanessa Kritzer
- Councilmember Tanika Padhye

City Departments

- Communications
- Planning and Community Development

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Submitted by:



The City of Redmond received a grant from the Washington State Department of Commerce through House Bill 1923 in early 2020 to develop a Housing Action Plan.

This grant has given the City of Redmond a rare opportunity to analyze the housing landscape, community needs, and the expected demand for the next two decades to identify ways to build more housing, diversify the housing options, and target resources to less advantaged households.

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Redmond Housing Action Plan Project Website: www.letsconnectredmond.com/housing

The project website includes project updates and materials including the following:

- Redmond Housing Needs Assessment which includes a review of housing policies and programs
- Redmond Housing Action Plan Public Involvement Findings

SECTION 1 - HOUSING ACTION PLAN CONTEXT



1.1 Housing Action Plan Purpose

The City of Redmond received a grant from the Washington State Department of Commerce through House Bill (HB) 1923 to develop a Housing Action Plan. The overarching aims for the Housing Action Plan are to build more housing, diversify the housing options, and target resources to less advantaged households. The grant requires that the Plan incorporate the following components:

- **Housing Needs Assessment:** Assess existing and projected housing needs for all income levels and include population and employment trends.
- **Community and Stakeholder Engagement:** Broadly engage the community and provide opportunities for participation and input from community members, community groups, local builders, local realtors, non-profit housing advocates, and faith-based representatives.
- **Housing Policy Framework Review:** Evaluate progress to meet housing targets (including types and units), achievement of housing element goals and policies, and implementation of the schedule of programs and actions. Include recommendations to evaluate barriers to achieving goals and programs influencing housing production/preservation.
- **Housing Strategy Development:** Develop strategies to increase the supply of housing, and variety of housing types and actions to increase the supply of housing affordable to all income levels. Consider strategies to minimize displacement of low-income residents resulting from redevelopment. Evaluate and consider potential efficacy of proposed strategies.
- **Implementation and Monitoring:** Integrate a schedule of programs and actions to implement the recommendations of the Housing Action Plan. The implementation plan describes the responsible parties, needed resources, considerations and challenges, and monitoring options useful for tracking outcomes.

The purpose of this Housing Action Plan is to:

- Offer an overview of the housing landscape and planning environment,
- Help the City and its partners plan for additional housing over the next 20 years by providing key analysis on the current housing inventory and future housing needs,
- Provide insights on the development regulations and incentives that are working well, underperforming areas in need of improvement, and emerging issues requiring new solutions,
- Foster community knowledge about the current state of housing and the varied housing experiences to help build a case for actions,
- Identify key recommendations to encourage more housing development at all income levels needed to accommodate future and current residents, and
- Capture an updated community vision and set of values associated with housing.

All this information taken together, helps to inform a plan of action which strategically bridges the gaps between the on-the-ground conditions and updated aspirations for the community. In addition, the Housing Action Plan should include targeted actions that builds off the planning work done in Redmond in a way that enhances current plan performance, learns from past experiences, and addresses areas of improvement. Reviewing the existing programs and policies that shape housing development and identifying their gaps informed how existing policies and programs could be fine-tuned and modified.

The Housing Action Plan is centered around answering the following key questions.

- Where will households live and in what housing types?
- How and where can Redmond accommodate a broader mix of housing to meet current needs and changing future demand?
- How can the City best support the need for more affordable housing, subsidized and unsubsidized, throughout the City?
- Where are areas of improvement and opportunities to pursue?

The answers to these questions and the ability for future households to meet their housing needs depends on decisions and policy choices that the City makes today. In response to the housing challenges facing many of its residents, the City of Redmond has worked locally and regionally to analyze data on the housing needs of current and future residents and to develop strategies that can support housing at a variety of price points to meet these needs.

Lastly, the Housing Action Plan will include a road map for implementing actions. The actions likely will consist of plan updates (e.g., Comprehensive Plan), or regulation updates, permit improvements, new programs, fee schedule revisions, partnership projects, etc.

1.2 Redmond Housing Action Plan Process

Public Involvement

Public input describing personal housing experiences and needs is crucial for understanding the on-the-ground situation for different people. Engaging in community conversations augments quantitative information and helps build a richer understanding of the needs that have not been met and where there are potential opportunities to pursue.

Throughout the Housing Action Plan development process, Broadview Planning with the support of the City of Redmond and ECONorthwest (the project team) has inclusively involved and educated Redmond communities and stakeholders on housing challenges, decisions, and policies/programs.

Incorporating ample opportunities for public involvement throughout the process of developing the Housing Action Plan has been an important priority. A wide range of ways to participate in the process and provide input on housing needs was integrated to ensure public involvement was inclusive and receptive to different needs. The public involvement was guided by the following goals to:

- Collect qualitative data and community stories.
- Solicit different stakeholder perspectives and subject matter expertise.
- Remain focused, yet flexible, on authentic public involvement given the challenges of the pandemic.
- Build long-term buy-in for future action.
- Seek out populations that are historically underrepresented in traditional planning processes and ensure that input represents Redmond's rich diversity.

Despite barriers due to the COVID-19 pandemic, a variety of public involvement techniques were integrated to meet diverse needs of different stakeholders. Activities included:

- Stakeholder interviews (16 were held),
- Focused conversations (6 groups were convened),

- Two online questionnaires (928 respondents for the first, 150 respondents for the second), and
- Outreach to citizens through a new project website, project updates, email messages, and presentations.

Housing Needs Assessment

As the Redmond community changes and the needs for housing evolves, it is crucial to capture the current conditions and to collect a robust baseline of information to assess where Redmond is heading. A detailed analysis was completed during the summer of 2020. This assessment provided a deep understanding of the current housing landscape including the community demographics, housing market dynamics, expected demand, evaluation of unmet housing needs, and housing projections. This assessment also included a review of the existing housing policies, programs, and efforts and when possible an evaluation of their performance (particularly in terms of program use, housing production, and funding).

Housing Action Plan Policy Analysis and Strategy Development

Preliminary Housing Action Plan strategies and best practices research commenced in Fall 2020. The project team met through a series of workshops to discuss, refine, and prioritize strategies. Key strategy options were evaluated to determine potential outcomes, effects, advantages, and disadvantages and this process helped identify a set of strategies for the Draft Housing Action Plan. This step delivered policy and implementation guidance and a Draft Housing Action Plan to meet the city's current and projected housing needs up to 2040.

Final Housing Action Plan and Implementation

Actions were refined and articulated further after Council, community, and stakeholder input was received. A series of Redmond City Council presentations were held in early 2021 (January 5, February 9, and March 2) to gain input and discuss ways to refine the Draft Housing Action Plan. The final plan includes an implementation framework to measure and evaluate progress.

SECTION 2: THE HOUSING LANDSCAPE IN REDMOND



2.1 City of Redmond - A brief history

The City of Redmond is a highly desirable place to live, offering a high quality of life, a prime location, a vibrant downtown, and various community amenities. Redmond is in East King County, east of Lake Washington and adjacent to Lake Sammamish, in the Puget Sound region. The broader Puget Sound region has grown rapidly over the course of several decades, intensifying the competition for a limited supply of housing and creating a region-wide scarcity of affordable housing.



Redmond's transition to an urban employment center was first spurred by a key period of growth occurring in the 1970s after construction of the Evergreen Point Floating bridge and an extension of SR 520 to 148th Avenue NE connected travelers from the City of Seattle to the communities east of Lake Washington. From the 1970s to the 1980s, Redmond's population surged to over 22,000

persons and the City attracted high tech industries including Nintendo and Microsoft, which moved its headquarters to Redmond in 1986. By 1990, Redmond had a population of 35,800. Redmond's character was still primarily suburban and small-town, but its Downtown was maturing, adding services, shopping and entertainment/cultural attractions. Redmond continued to grow by gaining nearly 27,400 people from 1990 to 2018, settling at around 63,200 total residents in 2018. While the City only makes up a small portion of King County's total population, Redmond has grown at a faster rate than King County as a whole.

Redmond's housing market has not kept pace with this growth, and as a result, many workers commute to the City. Housing costs and rental rates have skyrocketed, making it nearly impossible for many first-time homeowners and low-to-middle income households to live in Redmond. Redmond's vibrant downtown, great neighborhoods and schools, and accessible open spaces continue to attract new people each day.

2.2 Public Involvement - What we heard

Themes from Public Input


Select themes were commonly mentioned by stakeholders regarding housing in Redmond. The following section synthesizes the input we received from the first online questionnaire, focus conversations, and interviews.

Housing affordability is an issue for many. The housing questionnaire confirmed that Redmond lacks affordable housing, and many have found it to be a serious financial burden especially for those more

vulnerable to rent changes. More specifically, financial hardships were more pronounced for younger respondents, households with children, those renting, and households earning below the area median annual income. Length of time in one's current home was a significant determinant of financial hardship. Around 52 percent of renters who have moved to Redmond between 6 to 10 years ago or less said housing payments were a serious financial burden – which is an overall higher rate than homeowners. The trends for homeowners were similar: those moving to the area more recently indicated having serious financial issues with making housing payments - specifically 39 percent of those moving within the last year and 26 percent of those moving to Redmond in the last 1 to 5 years.

Redmond is a highly desirable place to live. Redmond was described as having good schools, strong community connections, and great access to green/open space. The growth in Downtown Redmond has contributed to the vibrancy in the community. There is a need to develop reasonable transportation options supportive to housing and walkability. Many agreed that Redmond is a good place for families to live.

Homeownership is preferred over renting but seems out-of-reach for many. We received input stating that people would like to have options for smaller living with some outdoor space. Those renting expressed concern about potential rent increases and affordability being one of the biggest barriers to buying a home.



“We bought our house 40 years ago, but I can’t imagine being in this housing market. I always think about all the young teachers and nurses and City employees who have to commute to work because they can’t afford to live here.”

Redmond businesses have concerns over employee retention without affordable housing. Some respondents indicated that they commute up to 5 hours a day to work in Redmond. For many businesses, a primary concern is workforce housing, as many people want to work where they live.

New housing types could better reflect Redmond’s rich cultural diversity. Housing should incorporate space for recreation and activities such as outdoor gathering spaces or communal areas for cooking and eating together. Family-sized units are needed with space for multigenerational living. Financial literacy and planning classes for first generation homeownership and non-native English speakers should be provided.

Lack of housing diversity and more housing options are needed. Redmond should consider homes for larger families and multigenerational living, and seniors with smaller incomes and support building of townhomes that are affordable, and other smaller living choices with some outdoor space. The missing middle which includes options like cottages, townhomes, duplexes, triplexes, quad homes, and accessory dwelling units should be available at varied price points.

People are experiencing stigmas about their housing that are real, pervasive, and dehumanizing. Lack of housing is real challenge for homeless people with disabilities (i.e., earning Social Security Income only). Stigmas about housing and privilege show up in school settings and affect children.

More detail on the results of this work can be found in the [Public Involvement Comprehensive Report](#). Additional public involvement occurred after the draft Housing Action Plan was released. A summary of what we heard is provided in Appendix C.

2.3 Housing Needs Assessment (HNA) - What we learned

An initial step for developing the Housing Action Plan is to identify and define the range of housing needs by analyzing the best available data describing Redmond's housing stock, workforce, household demographics, housing market dynamics, and expected demand. The insights from this analysis help to ground strategies to the current climate and provide a deep understanding of the context. This housing analysis answers questions about the availability of different housing types, who lives and works in Redmond, and what range of housing is needed to meet current and future housing needs. The HNA provides information about the factors that may affect residential development in Redmond over the next 20 years.

Redmond's diverse housing needs have not been met fully and the access to housing has not always been equal, especially for low to moderate-income families and households. Analyzing housing is not simple since it represents a bundle of services that people are willing or able to pay for, including shelter and proximity to other attractions (e.g., jobs, shopping, recreation); amenities (e.g., type and quality of home fixtures and appliances, landscaping, views); and access to public services (e.g., quality of schools, parks). Since it is difficult for households to maximize all these services and minimize costs, households must make decisions about trade-offs and sacrifices between needed services and what they can afford.

The following section will help build a deeper understanding of Redmond's housing trends by describing the results of the Housing Needs Assessment. This assessment uses publicly available data including data from the U.S. Census Bureau, CoStar, A Regional Coalition for Housing (ARCH), Puget Sound Regional Council (PSRC), Washington Office of Financial Management (OFM), U.S. Department of Housing and Urban Development (HUD) Comprehensive Housing Affordability Strategy (CHAS), King County Department of Assessment, and the City of Redmond (see [Housing Needs Assessment](#) for more detail).

A Demographic Snapshot

Several demographic trends, such as household incomes, age, tenure, and household size, influence housing needs.

- **Median Income:** By 2018, the median household income in Redmond climbed well above the rate of King County and neighboring cities to an astounding \$123,449.
- **Ownership versus Renters:** Despite this high median household income and the tendency for homeownership rates to increase as income increases, the percent renting and owning homes in Redmond is evenly split (50 percent renters and owners) and Redmond now has the highest share of renters in comparison to neighboring cities. There is a strong correlation between income levels and what type of housing a household chooses (e.g., townhome, or stand-alone single-family home) as well as household tenure (e.g., rent or own).

COVID-19: Impact of Housing Insecurity

The COVID-19 pandemic has affected the ability to pay for housing consistently. One in three Redmond residents who responded to the Redmond Housing Action Plan questionnaire have lost or expect to lose income because of the pandemic. This has made housing precarious, especially for renters. Of those surveyed, around 53 percent of Redmond renters who lost income are likely to move from their current location.

- **Age of population:** Over the last two decades, Redmond's overall population and senior population (over 65) doubled and the millennials (24-44 years) became the most prevalent age group. Younger people are more likely to live in single-person households which tend to be smaller in size. Based on population estimates, the projected number of those older than 60 years in Redmond, would be around 18,818 persons by 2040, an increase of about 46 percent. As the rate of the senior population continues to grow, there will be increased need for more affordable senior housing, housing suitable for smaller household sizes, and varied needs (e.g., assisted living, age in place).
- **Household Size:** Redmond has seen an increased need for housing suitable for larger household sizes and this could reduce the demand for housing units, particularly for those with fewer than two bedrooms. Redmond's household size expanded to almost 2.5 persons per household, with 78 percent of housing including over two bedrooms.
- **Race and Ethnicity:** Redmond's population has become increasingly more diverse. In 2000, 79 percent of the population identified as white followed by 13 percent Asian, 2 percent Black, 3 percent some other race alone, and 3 percent two or more races and in terms of ethnicity, 6 percent identified as Hispanic/Latino. In the 2014-2018 census period, 56 percent of Redmond's population was white, 35 percent Asian, 2 percent Black, 2 percent some other race alone, and 5 percent two or more races and in regard to ethnicity, 7 percent Hispanic or Latino.

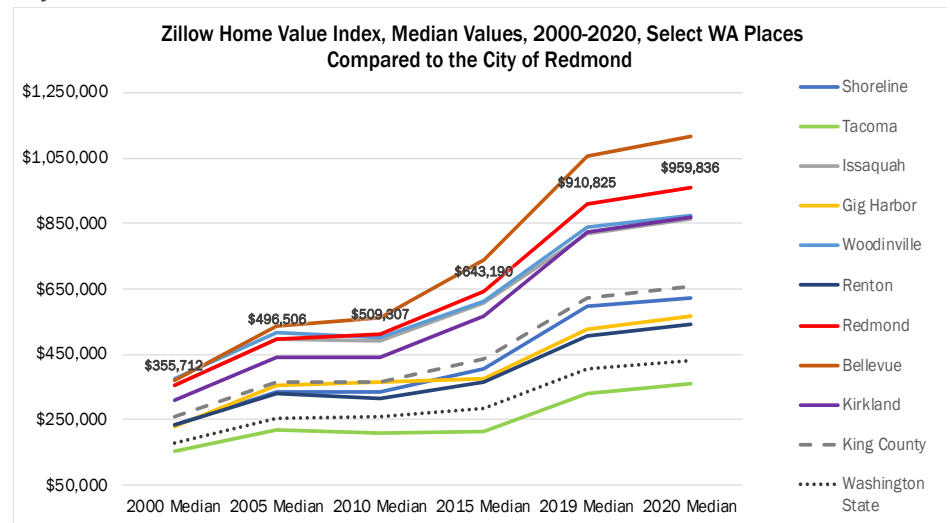
Housing Demand and Affordability

Housing costs have skyrocketed in Redmond. The housing underproduction in Redmond and low overall supply of affordable housing has contributed to rising home costs. Rental rates continue to rise above the area median income (AMI) which impacts half of Redmond's population since half of the total Redmond population rents rather than owns a home.

Home Sales: Median sales prices doubled since 2000, rising to \$823,300 in 2019. As shown in Exhibit 1, this steep rise corresponds even with Zillow median sales values and shows a rate of increase above King County and Washington State and second only to the City of Bellevue. Escalating housing costs often are due to housing shortages but can also be partially attributed to high development costs.

Rentals: The average "asking" rent for a 2-bedroom apartment in 2019 was \$2,256 per month in the City of Redmond, compared to \$1,804 in 2009 (adjusted for inflation to 2019 dollars) which is a 25 percent increase.^[1] For a family of four to afford rent for a 2-bedroom apartment, they would need to earn approximately \$90,000 per year.

Exhibit 1. Median Home Sales Values from 2000-2020, Select WA Places Compared to the City of Redmond



Data Source: Zillow Home Value Index (ZHVI) smoothed and seasonally adjusted including all housing types and typical values for homes in the 35th and 65th percentile range.

Vacancy rates: Vacancy rates are another measure to assess housing demand. The vacancy rate for studio units and one-bedroom units in Redmond is high, ranging from 9 to 11 percent while it is lower for 2-bedroom apartments, ranging from 4 to 6 percent from 2000 to 2019.¹

Housing cost burden: A household paying more than 30 percent of their income on housing is considered “cost burdened.” The data shows that lower income households and renters are paying a much greater share of their income on housing. In fact, about 1 in 4 households are cost burdened. Those most cost-burdened are the elderly, young adults under age 24, and low-income renters. Income level is strongly tied to cost burden – in fact, those earning 30 percent of the AMI or lower (very low income) are more likely to be severely cost burdened and low-income households are mostly either severely cost-burdened or cost-burdened.² This may mean trade-offs must be made between housing and other essentials, such as food transportation costs, and healthcare.

Employment trends

Workers in Redmond tend to commute to Redmond and not live in the City. Redmond’s workforce is dominated by information/tech sector jobs; however low wage jobs continue to grow in diverse sectors. Redmond has high rates of commuting both to and from the city and a declining share of residents living and working in Redmond. In fact, only 31 percent of residents in 2017 lived and worked in Redmond which is a decrease from 38 percent in 2010. Redmond’s workforce largely lives outside of Redmond (89 percent), in other areas with 15 percent living in Seattle and 11 percent living in Bellevue in 2017. Redmond’s high commuting trends are similar to other nearby cities east of Lake Washington. Redmond’s jobs to housing ratio has lowered in the last ten years, as the City has transitioned from a suburban town with a large multinational technical company to a thriving city, offering broad housing options. Still, Redmond’s jobs to housing ratio is much higher than that of Bellevue, Issaquah, Kirkland, and King County. The jobs-housing balance in Redmond is tilted toward jobs with around 3.4 jobs for each housing unit in 2018. Obtaining a better balance between jobs and housing improves agglomeration benefits and reduces the traffic congestion in a region.

¹ Source: CoStar, 2020. Notes: The pre-inflation adjusted average rent was \$1,417 in 2009. Low vacancy rates (below 5% standard) may indicate a limited housing supply with inadequate housing production to satisfy demand while in contrast, high vacancy rates imply an over-supply of housing, reduced desirability of an area, or low demand.

² Notes: 0-30%AMI is very low income, 30-50% AMI is low income, and 50-80% AMI is moderate income. A household is cost burdened when they pay more than 30% of their gross household income for housing (rent or mortgage plus utilities) and severely cost burdened when they pay more than 50% (HUD). Cost burdening for owner-occupied households is not terribly common because mortgage lenders typically ensure that a household can pay its debt obligations before signing off on a loan, but it can occur when a household sees its income decline while still paying a mortgage. Households with incomes over 100% AMI are less burdened overall since their larger income will go farther to cover non-housing expenses. Cost burden does not consider accumulated wealth and assets.

Housing Stock

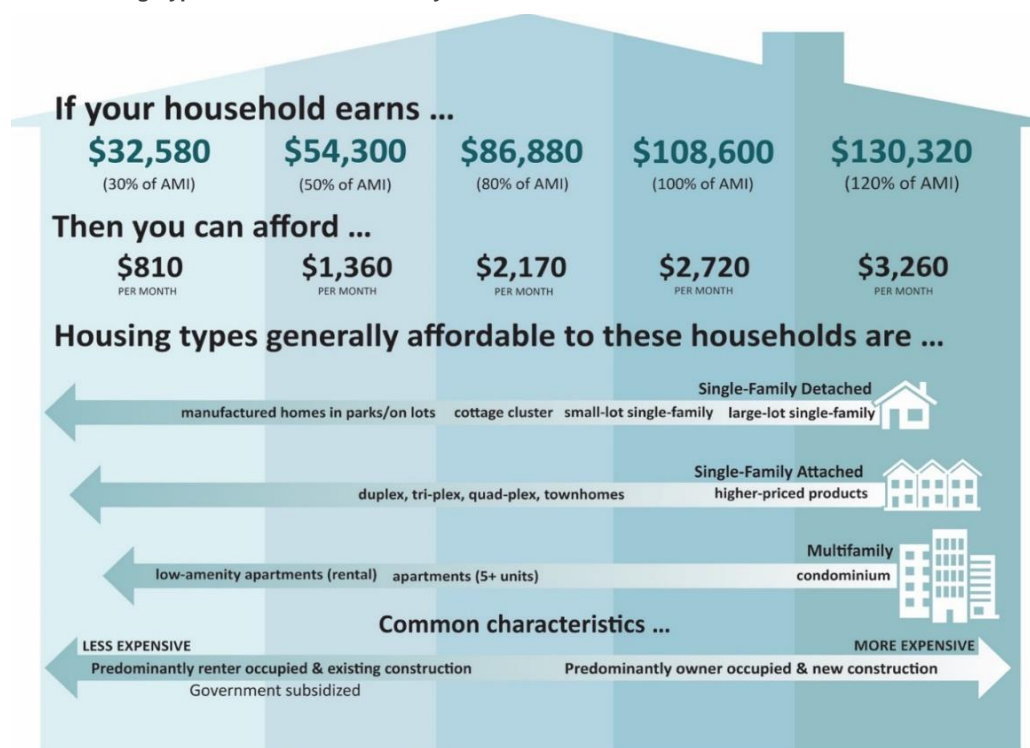
In terms of the housing stock in Redmond, multifamily housing has become the most prevalent type of housing built over the last decade. The mix of housing types is primarily comprised of apartments and single-family detached homes. Compared to neighboring cities, Redmond has the greatest share of multifamily housing, which is unsurprising since 72 percent of recent construction built over the last decade has been multifamily housing. Overall, Redmond lacks housing variety particularly single-family attached housing such as town homes, triplexes, duplexes, and cottages. As shown below, single-family attached housing is key for households earning between 50 and 120 percent AMI and it tends to consist of market-rate new construction that could be owner-occupied or rented. According to King County parcel data, Redmond also has the smallest number of Accessory Dwelling Units (ADUs) in comparison to its peer cities, even though the City allows ADUs in all of its residential zones.

Exhibit 2. Housing Unit Types in Redmond

Housing Unit Type	No. of Units	Percent
Accessory Dwelling Unit (ADU)	29	0.1%
Duplex, Triplex, Quadplex (Single-Family Attached)	132	0.4%
Townhouse Plat	506	1.6%
Nursing Home, Retirement Facility	1,034	3.3%
Condominium	4,550	14.5%
Single-Family Detached	11,235	35.9%
Apartments	13,830	44.2%
Total	31,316	100.0%

Source: King County Assessments, 2019

Exhibit 3. Housing Types and their Affordability Levels in Redmond



Sources: ARCH and King County, 2019 (AMI levels), ECONorthwest Infographic.

Redmond's Policy and Program Analysis

What is Inclusionary Housing?

Anticipating growth in the early 1990s, the City of Redmond rezoned key areas for mixed land uses and higher densities, which increased land values for property owners and developers. At the same time, the rezones required owners to use some of that value to make 10 percent of the units in their new developments affordable for moderate-income families. The Inclusionary Housing program has produced an estimated 541 affordable units in total, (80 percent AMI or less) between 1994 and July 2020. Over the last 26 years, an average of almost 21 affordable units has been built annually.

What is the MFTE Program?

This program of limited tax exemptions gives developers an incentive to make the required moderate-income units affordable to low-income families. The MFTE incentive has resulted in an estimated 168 affordable units being built (85 percent AMI or lower) between July 2017 and July 2020 (3 years). This is fairly high production estimated at 56 affordable units built per year.

More information about these programs can be found in Appendix A.

Redmond has made significant gains in producing more income-qualified, affordable housing in part due to innovative Inclusionary Zoning (IZ) policies and more recently through its Multi-Family Tax Exemption (MFTE) Program. Through these programs, Redmond is producing the most affordable housing in comparison to other cities in East King County. Review of a variety of data sources indicates that Redmond has about 30 affordable housing projects yielding a total of 2,518 affordable income-restricted units through local programs and regulations and through community partners like King County Housing Authority. About one-third of Redmond's affordable housing units have been built with tax credits and over 700 affordable units because of Redmond's IZ policies and MFTE program.

Results from another analysis, provided by ARCH and summarized below shows that Redmond's supply at 48 affordable housing units per 1,000 housing units. Rounding the total housing units to 31,000, both analyses show that approximately five to eight percent of total housing units in Redmond are rent-restricted to affordable housing levels.

Exhibit 4. Affordable Housing (Rent-Restricted) Production Comparison

Cities	Inclusionary Zoning and MFTE Affordable Units	Trust Fund Affordable Units	Total Affordable Units (IZ/ MFTE and Trust Fund)	Estimated Total Housing Units	Affordable Housing Units per 1000 Housing Units
Bellevue	457	1,226	1,683	63,788	26
Issaquah	437	335	772	17,424	44
Kirkland	221	471	692	39,955	17
Redmond	709	754	1,463	30,760	48

2.4 Policy Considerations

Housing Production and Housing Diversity

A broad range of efforts are underway in Redmond in support of housing. However, additional strategies should be developed to better serve the housing needs of the Redmond community. Redmond is not producing enough low-income housing to meet housing needs and achieve affordable housing targets. In fact, CHAS survey estimates for 2012-16 indicate that housing affordable to very-low and low-income households (including both rent-restricted and naturally occurring affordable housing) totals only 12 percent of total units – a share much lower than the target of 24 percent for housing growth (these targets are expected to be updated in mid-2021). Based on this data, the approaches for increasing low-income housing has lagged behind at some level and likely is more complicated due to the need for some sort of direct assistance.

Overall, the housing stock will need to be larger and more diverse to better serve the region's housing needs. New housing types are needed to better reflect Redmond's rich diversity. This includes housing for cultural preferences, disability needs, and aging in place considerations. The lack of housing diversity meeting different needs and continued underproduction of housing has a compounding impact. Most recent housing production has been dense, multi-family housing and housing is predominantly apartments and single-family detached homes in the City. Middle housing (or single-family housing such as townhomes and ADUs) is sorely missing in Redmond. Homeownership seems out-of-reach for many. Redmond needs to support increased production of low to middle-income housing to own and rent, as well as an increase in the supply of family-friendly housing options.

Market Dynamics

Housing markets function at a regional scale, which makes it a challenge for individual jurisdictions to adequately address housing supply issues—both market-rate and public-supported housing. While the community only makes up a small portion of King County's total population, Redmond is growing at a faster rate than King County as a whole. As the county continues to grow, housing affordability has become a regional concern to people living or wishing to live in the region. Redmond's housing market has not kept pace, and this has increased demand. Housing demand is determined by the preferences for different types of housing (e.g., apartment), and the ability to find that housing in a housing market. As a result of not meeting this demand, Redmond has high rates of people commuting to the city and the housing costs and rental rates have skyrocketed. Finding safe, adequate, affordable housing has become highly challenging in the City of Redmond.

Housing Gap

Redmond will also need to significantly increase housing production to accommodate the current and anticipated growth. This plan will set targets for adding new housing units at a range of affordability levels up to 2040. This generally corresponds with the Redmond Comprehensive Plan update planned for 2024 which includes a planning horizon end date of 2044. The housing growth targets should align with the adopted King

County countywide targets that are being developed for the 2024 Comprehensive Plan update cycle and expected to be adopted by mid-2021 (PSRC VISION 2050, King County, 2020).³

The Housing Action Plan recommends integrating housing affordability targets for low-income housing, moderate income housing, middle-income, and middle-to-high income housing.⁴ The Housing Needs Assessment estimated that Redmond has a housing gap at around 9,000 housing units. These housing units should be produced by 2040 when Redmond's population is forecasted to reach approximately 78,409 persons. This gap combines the existing underproduction of around 309 housing units and the 2040 projected need of around 8,589. This number should be considered the minimum number of additional housing units needed to support the expected population growth in 2040 and the current housing underproduction. The following exhibit offers the breakdown of different housing target scenarios developed based on the housing needs gap analysis.⁵

³ The draft King County countywide growth target numbers show a minimum of 9,330 housing units needed and a maximum of 18,010 housing units needed by 2044. These numbers are draft and could be adopted in mid-2021.

⁴ Redmond has set housing charter success measures for 2030 which includes the following housing production targets: Increase deeply affordable housing (<60% AMI, Low) by 750 units and increase middle-income or workforce (60-120% AMI) housing by 1,300 units.

⁵ PSRC recently released their Housing Needs Assessment in November 2020 for the Puget Sound region after the Redmond housing gap analysis was completed. Although PSRC's method differs and had a broader purpose, the two approaches are not necessarily exclusive of each other (source: <https://www.psrc.org/sites/default/files/gmpb2020nov19-pres-rhnanneeds.pdf>).

Exhibit 5. Distribution of Housing Need by Scenarios for Redmond

Income Bins	If housing unit growth followed existing trends (count, % of total)	Regional Fair Share Scenario (rounded, % of total)	Housing Equity Scenario (rounded, % of total)
Middle- High Income, over 100% AMI	6,036 (68%)	3,559 (3,600, 40%)	1,957 (2,000, 22%)
Middle Income, 80 - 100% AMI	686 (8%)	979 (1,000, 11%)	1,068 (1,000, 12%)
Moderate Income, 50 - 80% AMI	1,114 (13%)	1,424 (1,400, 16%)	1,424 (1,400, 16%)
Low Income, 30- 50% AMI	536 (6%)	1,335 (1,300, 15%)	1,779 (1,800, 20%)
Very Low Income, less than 30% AMI	526 (6%)	1,602 (1,600, 18%)	2,669 (2,700, 30%)
Total New Housing Units	8,897	8,897 (8,900)	8,897 (8,900)

Target setting policy questions to consider:

- Should the City establish target variations identifying minimum and optimal targets showing a range of housing units to be built by a certain date?
- Should the City aim for the fair share scenario or the equity scenario or a hybrid option? Both these scenarios would result in an increase in more deeply affordable housing (less than 60% AMI, very low and low) by 750 units and in middle-income housing units (60-120% AMI) by 1,300 units.
 - The “**fair share**” scenario calls for housing targets based on the income averages in King County. This would double the number of low-income housing in comparison to how housing has been built in recent years.
 - The “**equity**” scenario would increase the supply of low-income housing to compensate for past underproduction and household cost-burden.

The following section describes the proposed guiding principles to include in the Housing Action Plan. These guiding principles describe the core ways that the City of Redmond will approach and implement their housing action planning work.

SECTION 3: GUIDING PRINCIPLES



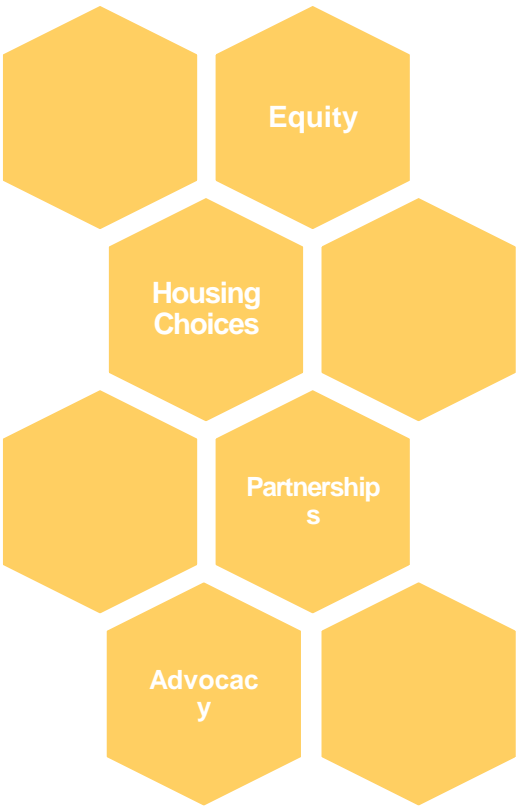
3.1 Guiding Principles

Guiding principles essentially are the foundation of how we want to approach and implement our work. Redmond is committed to addressing the housing needs of its low to moderate-income families along with middle-income families, also lacking housing options in the City. The overarching aims for the Housing Action Plan are to build more housing, diversify the housing options, and target resources to less advantaged households.



If Redmond is to become more equitable, inclusive and just, more housing options are needed for low to middle-income individuals and families who work in Redmond.

The following guiding principles are proposed to help guide the City’s work as it proceeds with implementing key strategies and actions.



Housing Choices

Redmond should continue to be a leader in housing solutions that provide for a variety of housing types across all income levels. An overarching objective is to build more housing, diversify the housing options, and target resources to less advantaged households. An aim of this objective is to increase housing development opportunities and housing access for all income levels, with particular attention to underserved communities. Doing this would help improve the improve community diversity, mixed-income housing availability, and help protect against displacement.



Equity

This objective prioritizes achieving more equitable housing development and promotes distributional, process, and cross-generational pillars of equity to inform planning, decision-making and implementation of actions which affect equity the following should be equity objectives should be considered.

- **Distributional equity:** Fair and just distribution of benefits and burdens to all affected parties and communities across the community and organizational landscape. Distributional equity should provide housing opportunities throughout the community and in high opportunity areas for all individuals, regardless of income, race, or ethnicity.
- **Process equity:** Inclusive, open, and fair access for all stakeholders to decision processes that impact community and operational outcomes. Process equity relies on all affected parties having access to and meaningful experience with civic and employee engagement and public participation. Redmond should always consider strategies for increasing transparent governance and the involvement of communities and stakeholders in key decision-making processes.
- **Cross-generational equity:** Promotes housing policies that create fair and just distribution of benefits and burdens including equitable income, wealth, and health outcomes. To bridge the gap in housing needs and promote equitable housing access, increasing the supply of low-income housing to compensate for past underproduction and housing cost-burdening is critical. Cross-generational equity also considers the importance of homeownership opportunities and entry-level housing types that place homeownership within reach of a broader range of incomes than currently provided.

The Redmond Housing Action Plan aims to address historical and present inequities (income, disabilities, and race) in housing access through a variety of strategies which also aligns with the Washington Department of Commerce grant guidance.



Leverage Partnerships

Redmond cannot solve the housing crisis alone. Exploring ways in which we can effectively maximize the City's resources by strengthening partnerships with non-profit providers, ARCH, King County, and other stakeholders will be critical.



Advocacy

The City should advocate for solutions that will advance our work, both nationally and here in Washington. Advancing our housing goals will require legislative solutions and more investments to preserve and increase affordable housing development.

Continued analysis of data, market trends, identifying disparities, and tracking key metrics and progress toward those goals is essential for making informed policy decisions, adjusting and adaptively managing when necessary. All the strategies associated with this plan were informed by data analysis results.

3.2 Housing Tools and Market Considerations

The finite tools represented here center around what city governments can feasibly do and control. A menu of diverse strategies/actions touching on varied needs reflective of the Redmond community should be integrated into the action plan to ensure the plan is comprehensive and balanced. The strategies listed in this plan apply to both elements of the City's current and future housing supply. The range of strategies is intended to comprehensively address multifaceted housing challenges through multiple angles. Holistically the strategies should be balanced in increasing/preserving affordable housing along with the overall housing supply, integrating both rental housing and homeownership strategies, while also accommodating growth in a way that protects communities from displacement.

The Housing Action Plan includes strategies that allow for-profit developers, non-profit developers and government entities to tap the current housing market to create new affordable homes, acquire and rehabilitate current market rate housing, as well as increase the necessary funding for future development. There is no "silver bullet" for choosing a housing strategy as each idea brings benefits, drawbacks, different levels of impact, and tradeoffs. As such, housing strategies benefit from periodic evaluation as development conditions change over time, requiring flexibility and a renewed effort to fill funding gaps in innovative and creative ways.

3.3 Summary of Housing Strategies

Based on the results of the Housing Needs Assessment, community/stakeholder involvement, analysis of policy options, review of relevant plans and policy and best practice guides, and informed by these guiding principles, the following six strategies and associated actions will provide a roadmap for the future.

- Strategy 1. Increase development and access to more affordable homes.
- Strategy 2: Reduce the cost to develop housing through process improvements and increased regulatory predictability.
- Strategy 3: Diversify housing stock.
- Strategy 4. Ensure equitable access to find, maintain, and stay in your home.
- Strategy 5. Preserve affordable homes.
- Strategy 6. Leverage and expand partnerships to further housing goals.

The next section includes a detailed summary of key actions within each of these strategies, offering a full description of how each recommended strategy and the associated actions would serve different needs, why the strategies and actions are important, and intended outcomes. The strategies and actions were selected due to their potential to augment what has already been done for Redmond communities. Each of these recommended strategies lies within the City of Redmond's control, but work will span departments and involve meaningful contributions from stakeholders such as City Council, Planning Commission, Human Services Commission, as well as renters, homeowners, neighborhood associations, advocates, developers (both affordable and market rate) and many others. The housing affordability crisis affects a broad spectrum of people including Redmond employees and residents, families, seniors, newcomers, low to middle-income households, and businesses; thus, it merits the coordination of a broad coalition of support to take meaningful action.

As expected, there is no single strategy that will resolve all the housing affordability challenges and as a result, the strategies are interrelated and were created to address different facets of housing needs. Together, in concert these recommendations and action steps provide a blueprint for the City to begin acting on and implementing each recommendation over the next five years.

SECTION 5

RECOMMENDED ACTIONS AND IMPLEMENTATION



4.1 Strategies and Actions

This section includes greater detail on the six proposed Housing Action Plan strategies and the 25 associated actions. Each action has been described in terms of their benefits and challenges, estimated impact on housing production, housing need focus, reach, and their ability to address the range of features described in the following key.

Guiding Principles:



Housing Choice



Equity



Leverage Partnerships



Advocacy




Household Income Levels:

- Low (50% AMI or lower)
- Moderate (50 to 80% AMI)
- Middle (80 to 120% AMI)
- High (above 120% AMI)

Geographic Scale of Action:

East King County, Citywide, Eligible Neighborhoods

Housing Production (as applicable):

-  is the least amount of housing production
-  is anticipated to encourage moderate housing production
-  would promote the most housing production

Strategy 1. Increase development and access to more affordable homes.

Why is this strategy important?

Increasing supply and access to affordable housing will promote equitable housing development since it will broaden access to housing for young families, single households, seniors with a fixed income aiming to remain in their neighborhood, and those who work in any profession. Redmond businesses have concerns over employee retention due to the lack of affordable

housing and many families wanting to live in Redmond are unable to do so due to a shortage of housing that is affordable for people earning less than around \$54,000 per year. This strategy helps augment limited funding and incentives to build more rent-restricted low-income housing, currently in short supply in Redmond. Although increasing the supply of low-income housing is the focus for this strategy, there are actions in support of market-rate housing affordable to a range of income levels and mixed-income housing development. Several actions could ameliorate housing cost burden issues disproportionately impacting low-income households, renters, young adults, and the elderly. Seven actions were developed for this strategy.

Municipal Considerations for Affordable Housing



Affordability must be underwritten	Closing the gap	
<ul style="list-style-type: none">• Affordability lowers project revenues• Construction and land major cost components of projects• Limited opportunities to lower project costs (utilities, permitting, fees)	Private Market <ul style="list-style-type: none">• Land use incentives• Inclusionary• Density bonuses• Property tax exemptions (MFTE)	Supported Market <ul style="list-style-type: none">• Fee waivers• Public funding or land contributions• ARCH Housing Trust Fund• Alternative compliance funding



Action 1.1. Engage with other ARCH cities on potential adoption of new revenue streams, and advocate for additional local revenue options to support affordable housing production and preservation.

Background:

This action focuses on targeted and effective use of existing funding sources and identifying new funding sources that would be used to increase the supply of housing serving low-income households. To maximize and scale up affordable housing production, the City should prioritize new revenue sources that can effectively leverage other funding and/or generate additional revenue. The City should collaborate with regional partners and ARCH in advocacy and in the development and implementation of new revenue stream actions. This action warrants continued efforts to gather input and research options in more detail. Examples of state and local revenue tools include:

State of Washington Tools:

- **HB 1590:** HB 1590 allowed cities and counties the option to impose the 0.10% affordable housing sales tax without voter approval. The tax will be effective January 1, 2021. The tax will be collected through 2028 and is specifically targeted for households at (or below) 30% AMI. In October 2020, the Metropolitan King County Council voted to enact a 0.1% sales tax increase to fund permanent housing for the chronically homeless, and the legislation requires that 30% of the proceeds collected in Redmond be expended in the City of Redmond.
- **HB 1406:** In 2019, the State Legislature approved House Bill 1406 which created a sales tax revenue sharing program that allowed cities and counties to access a portion of state sales tax revenue to make local investments in affordable housing. The tax credit is in place for up to 20 years and can be used for acquiring, rehabilitating, or constructing affordable housing. On December 3, 2019, the Redmond City Council adopted Ordinance No. 2985 authorizing the maximum capacity of the tax allowed under the provisions of HB 1406 for Affordable Housing and rental assistance.
- **State Housing Trust Funding:** Historically, this has been in the range of \$175 to \$200 million in the past two years; managed by the State Housing Finance Commission and then distributed to eligible projects.

Local Tools:

- **Housing Trust Fund:** Capital funds are used for the construction of affordable housing in East King County, managed through ARCH. Last biennium Redmond 2019-2020 funds totaled \$1.0 million. For the 2021-2022 biennium, the funding was increased to approximately \$1.5 million.
- **Alternative Compliance (fee-in-lieu):** A developer that is subject to inclusionary requirements may request the use of Alternative Compliance in which a payment in lieu of providing affordable housing is made to the City (RZC 21.20.050). The criteria for alternative compliance should be defined (see Action 1.3).
- **Affordable Housing Levy:** Provides subsidies, grants, or loans for non-profit affordable housing development, when authorized by a majority of voters in the taxing district. State law now allows cities to impose regular property tax levies that in total does not exceed \$0.50 per thousand dollars assessed valuation each year for up to ten years. This was only available to finance affordable housing for very low-income households (50% AMI or less, RCW 84.52.105). However, state legislature also authorized the use of revenues for affordable homeownership, owner-occupied home repair, and foreclosure prevention programs for households earning less than 80% AMI.⁶

More details on these housing tools can be found in Attachment A.

Evaluation:

- **Income Levels Served:** Low
- **Geographic Scale:** Citywide
- **Housing Production:**  



Action 1.2. Add criteria to the Redmond Municipal Code to allow for the consistent and predictable implementation of affordable housing impact fee waivers.

Background:

This action requires a municipal code amendment which would establish eligibility criteria for the impact fee waivers available to applicants developing new affordable housing units. Current Redmond Municipal Code includes a section allowing impact fee exemptions for low and moderate-income housing (RMC. 3.10.070, Exemptions from the requirement to pay fire, park, and school impact fees for low- and moderate-income housing). However, this has not been implemented since it lacks guidance and eligibility criteria. The payment of this one-time fee is due when the building permit is issued.⁷

State law allows local governments to provide a partial impact fee exemption for low-income housing (generally up to 80% AMI) of not more than 80 percent of the impact fees, with no explicit requirement to pay the exempted portion of the fee from public funds other than impact fee accounts. A full impact fee exemption could be provided; however, with a full waiver, the remaining percentage of the exempted fee must be paid from public funds other than impact fee accounts. The developer must record a covenant that prohibits using the

City of Bellingham Housing Levy

City of Bellingham's 10 year levy passed in 2018 to replace an expiring levy. This levy will impose up to a 36-cent tax on every thousand dollars of assessed property value and is expected to raise \$40 million.

⁶ MRSC, Affordable Housing Programs: <http://mrsc.org/Home/Explore-Topics/Planning/Specific-Planning-Subjects-Plan-Elements/Affordable-Housing-Ordinances-Flexible-Provisions.aspx>

⁷ ADUs are exempt from the payment of all impact fees in the City of Redmond ([list](#) of Redmond Development Service Fees).

property for purposes other than low-income housing. (RCW 82.02.060).

The City's Planning staff and Finance staff should collaborate to consider implementing an impact fee exemption and/or reduction temporarily (perhaps for 5 years) for up to 80 percent of the fees and monitor the repercussions. Another safeguard is to limit the waivers and reductions for a smaller set of impact fees such as fire and park and for the most affordable housing levels (low-income). Instead of providing as-of-right waivers, it is also possible for local jurisdictions to consider waivers on a case-by-case basis. Criteria could tactically apply to the most affordable projects and certain housing types. Impact fees could be varied by the number of square feet of the affordable housing development, but this variation would need to be justified with proper documentation. However, this could be more administratively burdensome and make the incentive less certain to developers.⁸

Analysis Findings:

A rough estimate of the loss of funds incurred from fire, park, and school impact fee exemptions for the City of Redmond (2021) indicates an estimated \$18,756 (single-family) and \$5,089 (multi-family) per housing unit would be lost in impact fee funds. If 50 units used this exemption, the loss in City revenue would be approximately \$250,000 if they were all multi-family residences. This fiscal impact varies by how many applicants take advantage of the exemption.⁹

If affordable housing units were exempted from paying impact fees, the City should ensure that such a loss in impact fees is paid from public funds other than impact fee accounts; such public funds should be fair and broad-based, like bond measures and levies. Bond measures, for example, would ask all residents to contribute towards community improvements.¹⁰ Below is a table of several alternatives to impact fees and their performance regarding expediency, efficiency, equity, administration, and political acceptability in comparison to impact fees (results from 2016 report by the National Association of Home Builders).

Exhibit 6. Tax Alternatives to Impact Fees

Alternative	Expediency	Efficiency	Equity	Administration	Political Acceptability
Taxes	Inferior	Inferior	Superior	Superior	Inferior
General Obligation Bonds	Superior	Inferior	Superior	Superior	Inferior
Revenue Bonds	Superior	Inferior	Superior	Superior	Inferior
User Fees	Superior	Superior	Neutral	Inferior	Neutral
Special Taxing Districts	Superior	Superior	Superior	Neutral	Superior
Local Improvement Districts	Superior	Superior	Superior	Neutral	Neutral
Special Service Districts	Neutral	Neutral	Neutral	Inferior	Neutral
Tax Increment Financing	Neutral	Superior	Superior	Inferior	Inferior
Private Exactions (Including Impact Fees)	Neutral	Neutral	Neutral	Neutral	Neutral

Source: NAHB Impact Fee Handbook (2016). Table 6.1, page 82.

Impact Fee Examples:

- **Issaquah:** Affordable housing development (low to moderate-income) may be eligible for impact fee waivers provided in IMC 3.63.030B (school impact fees), 3.71.040 A (traffic impact fees), 3.72.040 A (park impact fees), 3.73.040 A (fire protection impact fees). Issaquah's code indicates that the school district is bearing the cost of the impact fees not collected for affordable housing.¹¹

⁸ [Legal Considerations](#): Impact fee increases should pass the "rational nexus" test (fee amount is directly attributable to the development) and "roughly proportional" to the impact caused by the development.


⁹ [City of Redmond Impact Fee Schedule](#) (2021), Assumptions: Fire impact fee: single-family residence = \$125.01 per unit, Multi-family residence = \$211.14 per unit; parks Impact Fee: single-family residences = \$4,932.88 per unit, Multi-Family = \$3,424.50 per unit; and schools Impact Fee: Single-family residences = \$13,633 per unit, Multi-Family = \$1,388 per unit.

¹⁰ Sources: Lane, Andy. 2016. "It's Time to Implement Your Affordable Housing Policies". [MRSC](#). MBAKS. 2020. Housing Toolkit: Local Planning Measures for Creating More Housing Choices. MBAKS. 2020. Impact Fees: FAQ.

¹¹ Issaquah Code requires that the applicant record a City-drafted covenant that prohibits using affordable housing units for other purposes than for low to moderate income housing and if the units are converted, the property owner must pay impact fees at the time of conversion (Section 3.71.040).

- **Mercer Island:** Affordable housing development (low-income) partially exempt from transportation impact fees, payment of 80% of the school impact fee, (Mercer Island Code Sections 19.19.070, 19.17.090).
- Other nearby cities with affordable housing impact fee incentives: Kenmore, Sammamish.

Evaluation:

- **Income Levels Served:** Low, Moderate
- **Geographic Scale:** Citywide
- **Housing Production:** 



Action 1.3. Review IZ and MFTE program regulations in concert with zoning changes to consider options that create deeper affordability and/or more affordable units.

Background:

Action 1.3 focuses on recalibrating Redmond's Inclusionary Zoning (IZ) policies and the Multifamily Tax Exemption (MFTE) program in a way that maximizes community benefits and affordable housing production. Analysis will be completed to help understand the implications of different updates. Program changes should prioritize incentives for green, equitable, and affordable housing development. The Program has succeeded at generating affordable housing units for households above 50% Area Median Income (AMI). Program revisions should explore opportunities for generating affordable housing units at deeper levels of affordability. One of the benefits of these tools is that they are designed to lead to mixed-income projects, which helps avoid economic and racial segregation.

Inclusionary Zoning: Adopted in 1994, Redmond's IZ policy applies to all new residential and mixed-use developments with over 10 units. The program requires 10% of dwellings units be affordable at 80% AMI or less with an option to substitute one unit at 50% AMI for two units at 80% AMI or less. One bonus market-rate unit is permitted for each affordable housing unit (at a minimum) up to 15% above the maximum allowed density except Downtown since the City raised height limits and eliminated density limits. Units are required to be affordable for the life of the project. RZC 21.20.050 allows cash payment in lieu of affordable units (Alternative Compliance) but this option has been reserved for situations when an immediate use for the funds was present (e.g., Capella, Together Center). Over 600 affordable units were built (80% AMI or less) between 1994 and July 2020 due to this policy. Over the last 26 years, an average of almost 21 affordable units have been built annually.

IZ Examples:

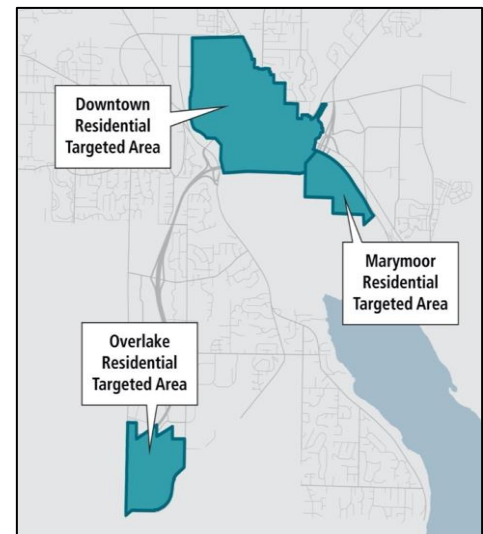
Bellevue and Mercer Island's IZ programs are voluntary. Bothell and Sammamish have mandatory IZ programs. Kirkland and Newcastle's IZ programs are both voluntary and mandated. For more details on these programs, refer to Appendix A.

MFTE:

Adopted in July 2017, (Redmond Municipal Code 3.38) Redmond's incentive based MFTE program exempts property taxes for qualified housing projects for a duration of 8 or 12 years in three targeted city neighborhoods (two Urban Centers) including Downtown, Overlake Village, and Marymoor Village. Property owners can apply for an exemption on property taxes on the residential improvement value of new developments for either 8 or 12 years, in exchange for providing affordable housing. The project must be construction of new multifamily housing within a residential building or mixed-use development 12.

Eligible applicants participating in the MFTE program will be in compliance with the required IZ affordable housing unit set aside since the minimum set aside requirement (10% set aside at 80% AMI or less) is covered by both the MFTE 8-year and 12-year program options (for example, for the 8-year exemption, 10% of the units need to be affordable at 50% AMI in the Marymoor Urban Center). In other words, MFTE projects also satisfy IZ requirements by setting aside at least 10% of the units for affordability. The effect of the tax exemption is to "buy down" the affordability level from the 80% AMI required by the IZ program. Units are required to be affordable for the life of the project. An estimated 168 affordable units (85% AMI or lower) between July 2017 and July 2020 have been built as a result of the MFTE program. An average of 56 affordable units were built per year which is a fairly high rate of production. If production continues at this rate, a total of 1,120 affordable units could be produced in the next 20 years.

Existing MFTE Areas



Source: City of Redmond

Changes to Consider:

- Expand the areas where MFTE incentives could be used.
- Consider the use of a development agreement approach wherein the City identifies general performance requirements, and a developer chooses from a menu of corresponding incentives.
- In the future, evaluate the feasibility of using MFTE (particularly the 8-year option) to build other housing developments with at least four units.
- Examine the development feasibility effects associated with changing the affordable unit requirement options.
- Consider extending utilities in underdeveloped areas where IZ is required and consider adding bonus unit incentives for adding housing with over two bedrooms.
- Consider adding or reconfiguring IZ in areas anywhere land use regulations are changed to add value for owners and developers; for example, height and density increases and reduced parking requirements create value that the public can share as affordable housing.
- Consider reconfiguring both IZ and MFTE to get broader or deeper levels of affordability.
- Define the alternative compliance for the IZ program payment in lieu option (RZC 21.20.050).
- Consider developing education and adding code clarifications about how the IZ and MFTE programs can be used jointly including examples demonstrating program application.

¹² The MFTE program benefits vary by location. Marymoor Urban Center Provisions: 8-year exemption = 10% affordable (50% AMI) and 12-year exemption = First 10% affordable (60% AMI) and second 10% affordable (80% AMI). Provisions for the Downtown and Overlake Urban Centers: 8-year exemption = 10% affordable (60% AMI) and 12-year exemption = First 10% affordable (65% AMI) and second 10% affordable (85% AMI). (Code Section 3.38)

MFTE Examples

- [Kirkland Affordable Housing Master Leases and MFTE Amendments \(2019\)](#): Kirkland recently has adopted MFTE ordinance amendments to promote the creation of more affordable units and a deeper level of affordability of the units. With the 8-year tax exemption, the City requires 10% of the units must be set aside for renters earning 50% AMI or lower. With the 12-year tax exemption option, 25% of the units must be set aside in total as affordable (rental units must be less than 70% AMI) with no less than 15% of the housing units rents restricted to be affordable to 50% AMI. Another recent program change allows units to be marketed at fair market rental rates at the expiration of the 12-year MFTE tax savings time-period. In addition, this program expanded eligibility for projects with a minimum of four new dwelling units created.
- [Tacoma Municipal Code Ch. 6A.110 \(2015\)](#): Offers 8- and 12-year exemptions for targeted residential areas and for qualified multifamily housing rehabilitation projects.
- [Seattle](#): Recently made updates to their MFTE program to expand eligibility to all new multifamily construction with four or more units, regardless of location in the city.

Evaluation:

- **Income Levels Served:** Moderate
- **Geographic Scale:** Citywide
- **Housing Production:** 🏠 🏠



Action 1.4. Promote Transit Oriented Development (TOD) and infill development integrating affordable housing development.


Background:

This strategy supports transit-friendly and livable communities that are often more pedestrian and bicycle friendly. An initial step for this action is to assess and evolve TOD best practices for integrating affordable housing development. The timing of this action is ripe since four Sound Transit Light Rail stations are planned for Redmond. Redmond should coordinate TOD planning to be consistent with guidance from the PSRC Regional Transit Oriented Development, lessons learned from neighboring communities, and should adjust regulations as development occurs to ensure that desired outcomes are achieved.¹³

This action also calls for an assessment of ways to amend the zoning code in targeted areas near major transit routes and in TOD and infill development opportunity areas to include the needed development density for higher density or mixed-use housing – the type of housing appropriate for TOD planning, especially for equitable TOD planning. This action supports compact infill development and efficient use of urban services and infrastructure. These planning efforts can be augmented with effective partnerships between government and the development community and non-profits.

Land prices tend to be higher near transit hubs, however, because of inclusionary programmatic requirements and through MFTE, up-zoning these areas will result in new multifamily units affordable to the lower-income households. Additionally, increasing the overall supply of housing can help to relieve the price pressure on the market stemming from growing demand. With the right combination of development incentives, tax exemptions, and financial support it could be possible to provide many units of regulated affordable housing at the lowest income levels possible.

Evaluation:

- **Income Levels Served:** Low, Moderate, Middle
- **Geographic Scale:** Eligible Neighborhoods (near transit)
- **Housing Production:** 

¹³ Transit-Oriented Development (TOD): A mixed use residential or commercial area designed to maximize access to public transport and encourage transit ridership. TODs generally are located within a radius of up to one-half mile from a transit stop (train station, metro station, tram stop, or bus stop) and are surrounded by relatively high-density development (Redmond 2030: Redmond Comprehensive Plan).

King County Example: King county's surplus properties must first be offered to their housing department before others can bid on them. Sound Transit's TOD strategies target urban growth around the light rail transit facilities to help produce regional and local benefits. A central part of Sound Transit's Equitable TOD policy is to use surplus property, suitable to develop, for the construction of affordable housing. Washington State statute RCW 81.112.350 necessitates that Sound Transit offer at least 80% of surplus property no longer needed for a transit purpose to be disposed or transferred, including air rights, to qualified developers of affordable housing. These qualified developers are then obligated to ensure 80% of housing units constructed are affordable to households earning 80% or less of the county AMI. This policy requirement helps to ensure that housing options for low to moderate-income households are provided near light rail stations. Sound Transit encourages land use changes and development that would increase transit ridership, promote multi-modal access to the transit system, support the implementation of government plans, and broaden the diversity of housing choices in neighborhoods nearby transit. (Source: [Equitable TOD Policy](#)).

Seattle Example: Completed in 2020, Station House Capitol Hill is a 7-story sustainable development located above the Capitol Hill light rail station and includes around 110 affordable units (8 affordable to 30% AMI) with one third family-sized (2+ bedrooms). The project is part of the larger station development that includes four buildings, approximately 30,000 sf of ground-level retail and 210 underground parking spaces. Sound Transit selected a market rate developer, along with a non-profit partner, through a competitive bid process and donated surplus land. The partnership has a ground-lease to Capitol Hill Housing and three other sites are ground-leased to Gerding Edlen. The City of Seattle provided gap financing equal to \$79,000 per unit (an estimated total of \$8.7 million¹). King County committed financing equal to \$43,000 per unit (an estimated total of \$4.7 million).

Sources: www.capitolhillseattle.com/2019/12/want-to-be-part-of-110-affordable-new-apartments-above-capitol-hill-station-heres-how-to-join-the-station-house-crowd/ and www.gerdingedlen.com/ge-news/press-releases/article/controller/News/action/detail/item/capitol-hill-station-development-to-celebrate-groundbreaking/



Action 1.5. Consider ways to incentivize deeper/increased affordable housing development.

Background:

RZC 21.12.170 Overlake (OV) Incentive Program incentivizes features that implement neighborhood goals and respond to needs for public amenities, housing opportunities, and environmental sustainability. The incentive program reduces the cost of these features by allowing applicants to provide certain features to qualify for increased building height and floor area, as well as additional permitted uses.

Priority Features and Incentives:

Identify high-priority features and maximum incentives available in each zone. Examples include regional stormwater facilities, major parks, or plaza dedication or improvement.

Additional Features and Incentives:

These tools provide a second tier of bonus features and corresponding incentives. Affordable housing is identified as an additional feature, but an applicant must first provide a priority feature in order to qualify for the incentive attached to additional features or to utilize affordable housing to gain an incentive.

Changes to Consider:

Some consideration should be given to incentivizing affordable housing as a priority feature and/or requiring that an applicant provide a deeper level of affordability than currently required under MFTE and Inclusionary Zoning programs. The City will consider amending incentives for Overlake Neighborhood in 2021. Proposed amendments

elevate affordable housing to a priority feature and incentive. As currently proposed, any residential development within OV will be required to produce a minimum of 20% affordable housing and/or provide deeper affordable housing commensurate with the reduction of number of affordable units. The City should monitor utilization of this feature by the development community and amend as needed to ensure that the incentive achieves desired outcomes. A similar approach could be considered for application in other zones where incentives are offered.

This strategy supports increased production of very low to moderate-income housing and special needs housing which is challenging to build.

Evaluation:

- **Income Levels Served:** Low
- **Geographic Scale:** Eligible Neighborhoods
- **Housing Production:** 🏠



Action 1.6. Review and identify changes to parking regulations around light rail stations and areas of high frequency transit to maximize desired uses like housing at differing affordability levels.

Background:

Many cities apply parking standards based on proximity to transit stations and urban centers, dominant uses, or ratio of affordable housing unit production. This reduces the construction and development costs of a project, especially for higher density projects with structured parking. Average cost of a parking space in the Puget Sound region is estimated at around \$5,000 to \$10,000 for a surface parking spot, \$20,000 to \$35,000 for stand-alone concrete parking structure, \$35,000 to \$45,000 for a concrete structure as part of a building, and \$45,000 to \$65,000 for underground parking (though underground parking is limited in Redmond due to the high-water table).¹⁴ For an affordable housing project with a tight budget, every required parking space means less money available to spend on housing.

Changes to Consider:

Action 1.6 recommends that the City consider doing a review of the code and parking requirements to identify regulatory barriers that could be preventing the development of affordable housing. Currently, the city routinely allows for parking reductions when supported by a parking study. Parking reductions and lower parking ratios are often supportable based on the parking studies. These studies should be analyzed and used to inform minimum standards provided by right in the Redmond Zoning Code. Study supported parking reductions, which demonstrate that parking will be adequate to accommodate peak use, should be allowed by right in the Redmond Zoning Code.

The City should seek to reduce parking standards to the greatest extent feasible. When considering parking reductions and evaluating new minimums, the City should take into consideration walkability (walk score) and access to neighborhood goods and services, parking needs of shift workers and other community members who may not be fully served by public transit, and gaps in public transportation. Minimum parking standards should be firmly grounded in best practices and PSRC TOD guidance ([Growing Transit Communities Strategy | Puget Sound Regional Council \(psrc.org\)](#)).

Examples:

¹⁴ Parking tends to cost 10 to 20% of the total cost to construct multi-family buildings in King County yet only 6% is recovered through parking charges (Right Size Parking Final Report, 2015). Households in [TOD \(Smart Growth\) areas](#) tend to own fewer personal vehicles and parking could be reduced by 40-60% in these areas.

- The [King County Right Size Parking calculator](#) enables parking estimates to be derived based on building and parking specifications. Essentially, this tool helps users weigh factors to determine how much parking supply is needed to adequately meet demand of varied proposals. ([Right Size Parking Final Report](#), 2015).
- The [City of Kirkland](#) includes parking space reductions for affordable housing of one space per unit.
- California's Parking Statute enacted in 2015 (AB 744), limits parking requirements for development containing affordable housing and located near transit.¹⁵

Evaluation:

- **Income Levels Served:** All
- **Geographic Scale:** Eligible neighborhood (near transit)
- **Housing Production:** 🏠



Action 1.7. Explore programs that promote homeownership opportunities such as working with ARCH to evaluate changes to the existing ARCH Down Payment Assistance Program.

Background:

The ARCH Down Payment Assistance Loan Program has given qualified borrowers down payment and closing cost assistance through a revolving loan fund since 2005 (an estimated 65 homebuyers received this assistance). This down-payment assistance program is not restricted to first-time homebuyers and the maximum assistance is capped at \$30,000 with a maximum home purchase price of \$413,000. The program works in combination with the Washington State Housing Finance Commission Home Advantage first mortgage loan program. Since 2017, the program has seen little activity, and ARCH is working to reallocate most of the funds in the program. While the program may no longer be effective on its own, there are still opportunities to pair this with other strategies aimed at creating long-term affordable homes.

Changes to Consider:

In partnership with ARCH, changes to the down payment assistance program for low-income and first-time homebuyers should be evaluated and compared with best practice research. The intent of this action is to provide more homeownership opportunities in Redmond. ARCH is looking at whether the program could be paired with the creation of more resale-restricted homes to help justify the public investment.

Median home sale prices in Redmond have escalated over the past twenty years, skyrocketing to \$823,300 in 2019; consequently, the expensive market makes it difficult to design a homebuyer assistance program that could both be sustainably maintained and of help to many households. The benefit this program brings to homebuyers and the number of homebuyers relative to the cost of public subsidy required should be compared.

Examples:

Lease purchase programs allow participants, called lease purchasers, to select a home that a local housing finance agency or non-profit buys on their behalf. The agency serves as the initial owner, mortgagor, and property manager for the lease period. After the lease purchaser demonstrates they can make timely lease payments, they can purchase the home from the finance agency or non-profit by assuming the unpaid principal balance of the mortgage. Although alternative ownership models have proven to be successful, they are quite different from traditional homeownership models, which most residents are familiar with, and can be much more complex (Source: [PRSC](#)).

¹⁵ No more than 0.5 parking spaces per bedroom can be required if the development includes 11% very low-income units or 20% low income units and is within one-half mile of a transit stop TOD rental housing affordable to lower income households or senior housing development with sufficient transit access cannot be required to provide more than 0.5 parking spaces per unit. Special needs affordable rentals within one-half mile of transit cannot be required to provide more than 0.3 parking spaces per unit ([source](#)).

[Seattle's Down Payment Assistance](#) program provides up to \$55,000 in down payment assistance for a home priced at \$450,000 or lower and for applicants earning no more than 80% of the AMI. Seattle's program gains financial support from a Housing Levy fund. Seattle has assisted approximately 900 families to purchase their first homes (Source: [City of Seattle](#)).

Evaluation:

- **Income Levels Served:** Moderate, Middle
- **Geographic Scale:** Citywide
- **Housing Production:** N/A

Strategy 2: Reduce the cost to develop housing through process improvements and increased regulatory predictability.

Why is this strategy important?

Producing enough housing to meet the growing demand for housing over the next few decades requires action to make targeted housing easier to build. Redmond will need to plan for a future facilitating robust housing growth that matches housing need in a timely fashion. Federal, state, and local rules can create a myriad of regulations, studies, and processes that can add significant time to the land entitlement and permitting process. This strategy integrates actions aimed to improve the City's permitting and entitlement process in a way that increases predictability and efficiency, alleviates any unnecessary barriers, and implements potential cost reduction strategies to maximize the private sector's ability to create housing that is affordable.

Reducing the cost of construction can improve the financial feasibility to build housing with long-term affordability. An increase in the overall supply of housing can diminish the tendency for upper-income households to rent or buy down housing below their income level which puts a strain on the overall availability of affordable housing. The Washington Local Project Review law (RCW 36.70B) supports the establishment of a predictable and timely review process by setting time limits on application review and permit decisions. This strategy includes three key actions.





Action 2.1. Evaluate payment deferral options for development fees for deeply affordable housing projects and Accessory Dwelling Units (ADUs) (e.g., utility connection fees).

Background:

This action will evaluate ways to reduce the burden of upfront development fees which can be a barrier to entry. Payment deferrals can be preferable since the City can still receive its revenue but will obtain the fees from the developer/homebuilder later in the process using their permanent financing instead of the upfront, higher-cost short-term construction financing. In 2015, Washington State mandated an on-request deferral system in SB 5923 that was codified in RCW 82.02.050, so cities should already have payment deferral in their toolkit.¹⁶ Techniques to increase flexibility in the payment of fees to allow for gradual payment during the permitting process should be tested out for affordable housing and ADU projects. Consider beginning this process by testing out gradual payment of utility connection fees via installments that must be fully paid before occupancy is allowed (this is recommended since it is important to prevent home sales before the developer has fully paid all fees). Before any code amendments are adopted, the regulations should identify when payment of deferred fees is required (such as when a certificate of occupancy is issued) along with penalties associated with the applicant's failure to deliver the housing units and final payment as required.

Example:

The City of Portland Water Bureau has a development fee financing option.

Evaluation:

- **Income Levels Served:** Low, Moderate, Middle
- **Geographic Scale:** Citywide
- **Housing Production:**



Action 2.2. Regularly assess development review processes to identify opportunities for increased efficiencies.

Background:

Best practices, development community feedback, and available new technology should be continuously evaluated to identify opportunities to improve customer service and reduce permit processing times. Already, Redmond development services staff have consolidated all permit intakes to one counter and a single point of contact. This process improvement eliminates the need for multiple submissions with different city departments charged with plan review. This creates a simpler submission process for customers and allows more effective time management for technical review staff.

Changes to Consider:

- The City should continue to regularly assess procedures and review processes to identify impediments and inefficiencies and adopt and implement solutions. One example includes seeking opportunities to support process improvements that facilitate and expedite review of code-authorized deviation requests.
- The City should also identify and implement technological improvements that enhance staff efficiency and improve customer service.

Examples:

¹⁶ RCW background information: <http://lawfilesexternal.wa.gov/biennium/2015-16/Pdf/Bills/Session%20Laws/Senate/5923.SL.pdf> and <https://apps.leg.wa.gov/RCW/default.aspx?cite=82.02.050>.

The following cities Kirkland and Tacoma have enacted permitting efficiencies. The Cities of Auburn and Lake Stevens are exploring concurrent review of preliminary plat and civil plans.

Evaluation:

- **Income Levels Served:** All
- **Geographic Scale:** Citywide
- **Housing Production:** 🏠



Action 2.3. Consider updating design standards to provide clarity and flexibility to streamline development review and achieve superior design.

Background:

Land development regulations and design standards are one of the important tools used to carry out the community vision articulated in the Comprehensive Plan. In its broadest sense, development regulations refer to anything governing, or regulating, how land is used. Land development regulations are mostly focused on (but not limited to) zoning. The Redmond Zoning Code also provides detailed design standards in Article III of the Redmond Zoning Code. These standards address city wide design standards in addition to neighborhood specific design regulations for Overlake Village, Downtown and for residential development. Design standards provide the details of how development should occur to maintain community character, and sense of place and address site design, circulation, building design, and landscape design. Examples include the distance a building is setback from a street, space between adjacent structures, building height, signage, the amount of required parking, desired landscaping, access for pedestrians and bicycles, and how natural resources will be managed and protected.

Changes to Consider:

Design standards are sometimes prescriptive and complicated. Often, and in the case for Redmond, there is an effort to make design standards flexible and responsive. However, implementation problems, code ambiguities, and code conflicts cannot fully be identified and understood until full implementation is underway. Redmond needs to take lessons learned through implementation, and feedback from builders and developers, and use that information to continuously review and improve design standards to ensure that optimal outcomes and superior design is begin achieved. There should be a review on all new design standards within three years of implementation to identify needed revisions. Similarly, existing design standards should be reviewed and improved to eliminate hard to understand (and implement) components, and obstacles to design flexibility. Striking a balance between flexibility and predictability is difficult and is a necessary ongoing process. Where possible, sustainable building design options should be considered.

Evaluation:

- **Income Levels Served:** Low, Moderate, Middle
- **Geographic Scale:** Citywide
- **Housing Production:** 🏠

Strategy 3. Diversify Housing Stock

Why is this strategy important?

Housing needs are not one-size-fits-all and instead should be thought as a menu of different options with enough variety for different household incomes and sizes, life stages of people, and community location needs. The overall aim for this strategy is to encourage improved availability of diverse housing types, price points, location, sizes, and preferences.

A prudent step towards achieving Redmond's vision to gain a variety of housing choices for all income levels reflective of the community requires addressing the current scarcity of "missing middle housing" in Redmond. The housing market in Redmond primarily consists of multifamily (apartments and condos, 59%) and single-family detached units (36%). Redmond's current lack of housing diversity meeting different needs and continued underproduction of housing has a compounding impact, resulting in increasing pressure on lower-income rentals due to households renting down. Middle housing is estimated to serve over one-third of existing households in Redmond and demand is expected to escalate for this type of housing mostly due to aging baby boomers, young households forming (those 24-44 years are the most prevalent age group) and the growing workforce. This housing could provide seniors housing options that would allow for "downsizing" and lower-maintenance living and would serve moderate to middle-income households. Homeownership is preferred over renting but seems out-of-reach for many. Redmond needs to support increased production of low to middle-income housing to own and rent, as well as family-friendly housing.

A diversity of housing choices is necessary for meeting the unique needs of different populations. For example, a growing population of people experiencing intellectual and developmental disabilities (I/DD) want to live more independently. However, they are faced with navigating systems, funding streams, and limited housing options that were designed without them in mind. For most, without available and affordable choices that meet their needs and preferences, they live at home with family and caregivers. This perpetuates isolation, limits the dignity of choice, and faces inevitable crises as parents and caregivers age. Thirty years after the passage of the Americans with Disabilities Act (ADA), people who experience I/DD have limited housing options, face the highest

Missing Middle Housing

Single-family attached housing with two or more units bridge a gap between single family and more intense multifamily housing. Examples: duplexes, triplexes, quad homes, multiplexes, accessory dwelling units, town homes, backyard homes, and row homes. In theory, these space efficient housing units can be more affordable than other units because they are smaller and more energy efficient and they use less land resources. Generally, this type of housing can be built at a lower cost per unit than single-family detached housing. However, their affordability is not guaranteed. Providing middle housing expands opportunities for unregulated housing types that may be lower cost than single family detached housing and these units can be well-integrated into existing neighborhoods.



rates of housing discrimination and are often excluded from plans to generate more affordable housing¹⁷.

The actions for this strategy are intended to encourage greater construction of middle housing (Action 3.1), ADUs (Action 3.2), backyard homes (Action 3.3), and a wider range of housing types (Action 3.4). The last action (3.5), focuses on state law advocacy and regulatory improvements needed to increase home ownership opportunities. Ultimately, this strategy will help broaden the housing choices for income levels in terms of housing types, size, and diversity and where possible, will help increase opportunities for homeownership. This strategy promotes [King County Regional Affordable Housing Task Force Report](#) Goal 6 which supports greater housing growth and diversity to achieve a variety of housing types at a range of affordability and to improve the jobs/housing connections throughout the county.



Action 3.1. Amend regulations to broaden housing options by promoting middle housing development.

Background:

This action focuses on exploring different scenarios for amending single-dwelling residential zone regulations to allow for broader missing middle housing options in suitable areas. As it promotes mixed-income residential development with diverse housing types at different price points, this action diminishes the dominance of single-family, low-density zoning that restricts housing to only single-family detached housing, primarily serving homeowners and higher-income residents. Another part of this action is to identify needed code amendments to promote middle housing development, focusing on addressing unnecessarily restrictive design regulations, inconsistent procedures, and areas in need of clarity improvements.

LU-36 Amendment:

Review and amend Redmond Comprehensive Plan LU-36 to create more opportunities for higher density development in areas outside urban centers served by frequent transit or where frequent transit is planned and where public infrastructure can support more urban development.

Zoning Code Revisions:

Evaluate options for amending zoning regulations incrementally to allow for a broader range of housing options including single-family attached housing (such as, triplexes, quad homes) in more single-dwelling zones. Also review code to identify barriers preventing the development of multiplex housing. This is critical since the combination of development regulations and design standards including parking space requirements, site coverage limitations, etc. can inadvertently prevent middle housing construction and can drive up costs. Code amendments should be identified to standardize regulations across neighborhoods and loosen up restrictions such as separation requirements and conflicting underlying density requirements. As a part of this, the City should evaluate site plan entitlement process improvements to segregate lots to facilitate more housing ownership opportunities.

Density Code Revisions:

Evaluate allowed density in the Zoning Code to ensure that single-family residential zones allow for context sensitive multiplex housing. Assess scenarios and their effects from amending R-4, R-5, and R-6 Single Family Urban Residential zones to allow “attached dwelling, 3-4 units” and 2 ADUs since current densities are too limited.

Regulatory Best Practices:

The following considerations are based on feasibility analysis findings relevant to townhouse development. For minimum feasibility consider the following guidelines:

¹⁷ Kuni Foundation, “From Invisibility to Inclusion: Increasing Housing Options for People Experiencing Intellectual and Developmental Disabilities”, 2020.

- **Parking:** As an example of greater flexibility, allow parking within the front setback (in a driveway) and within the on-street parking abutting the development.
- **Lot size and density:** Development standards layered together need to leave room for a reasonable size to make development feasible. Review lot size and density requirements to promote townhouse development feasibility.
- **Height:** At a minimum, allow at least two and a half stories in all zones and if greater flexibility is desired, allow three full stories or more if allowed for single-family homes.
- **Entryway requirements** can limit options for duplexes, triplexes, and fourplexes. Review entryway requirements to allow for greater flexibility and more options.

Examples:

- **Kirkland:** Recently passed a missing middle housing reform which removed regulations such as minimum lot sizes, proximity limitations, and floor area ratios.
- **Portland Residential Infill Project** - The changes proposed by this project would allow more housing options in Portland's neighborhoods, including duplexes, triplexes and fourplexes, but only if they follow new limits on size and scale.
- **Seattle Neighborhoods for All:** The City of Seattle now allows two primary homes on a typical lot (i.e., duplexes) in urban villages rather than one, through Seattle's Residential Small Lot zoning. This policy allows for smaller affordable housing development to be in an amenity-rich area close to transit.
- **Tacoma:** Duplexes and triplexes allowed in some residential zones by right.
- **City of Lake Stevens** [Infill and Redevelopment Code](#)

Evaluation:

- **Income Levels Served:** Moderate, Middle
- **Geographic Scale:** Citywide
- **Housing Production:** 🏠🏠🏠



Action 3.2. Promote ADU development by removing code and process barriers which may include developing pre-approved ADU plans and a new ADU development guidebook.

Background:

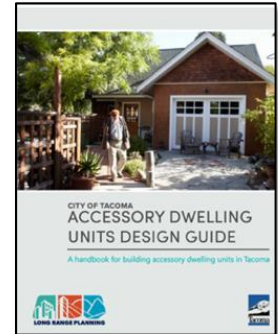
This action focuses on developing pre-approved ADU plans and a new ADU guidebook. An ADU guidebook with ADU plans would help take some of the uncertainty out of the process for people who may not have experience with the design and construction of ADUs. ADUs can help fill this gap by serving households earning between 50 and 120% AMI, seniors, younger populations, and single person households. Development of ADUs can serve as a way to modestly increase housing density in a low-profile way that does not change the look and feel of existing neighborhoods.¹⁸ Pre-approved ADU plans provide a plan designed by an architect or designer that has some level of approval by the Planning and Community Development department for ADU construction. For a \$250,000 project, the use of pre-approved plans alone can eliminate the cost of design (by an estimated \$20,000+) and select plan check review fees. However, in some cases, pre-approved plans alone do not significantly impact cost barriers because the total cost of an ADU would still be prohibitively expensive. The pre-approved ADU plans would require the use of a certified contractor in the permitting process and would allow for ADU plans to be approved within a couple of weeks. The City should submit a Request for Proposals to gather designers capable of articulating ADU design plans. An ADU assistance program could include informational materials, advisory meetings, workshops,

¹⁸ A survey of persons over 50 found that respondents would consider creating an ADU to provide a home for a loved one in need of care (84%), provide housing for relatives or friends (83%), feel safer by having someone living nearby (64%), have a space for guests (69%), increase the value of their home (67%), create a place for a caregiver to stay (60%), and earn extra income from renting to a tenant (53%) (source: AARP Home and Community Preferences Survey, 2018).

and connections with lenders. The City could consider partnering with other jurisdictions that have established, streamlined ADU programs (e.g., Kirkland's partnership with Seattle).

Examples:

- Pre-approved ADU plans: [Clovis, California](#) and [San Diego County, California](#). [Seattle](#) offers instructions to homeowners to help them determine property suitability and they include seven pre-permitted cottages ready for construction for \$1,000 or less. Cottage designs have been reviewed against codes for the structure and its energy use; however, homeowners are still responsible for permits and inspections related to zoning, site preparation, utility connections and other site-specific requirements.
- ADU guidebook: [Tacoma](#)



Evaluation:

- **Income Levels Served:** Moderate, Middle
- **Geographic Scale:** Eligible neighborhoods
- **Housing Production:** 🏠



Action 3.3. Review and amend backyard home development code to identify and eliminate barriers. Explore ways to expand this program across neighborhoods.

Background:

This action focuses on promoting backyard home development in more areas of Redmond. A backyard home is a single-family detached unit that does not exceed 1,500 square feet located on a small lot short plat. The home is affordable to an individual or family earning less than 120% AMI. Backyard homes are currently only allowed in the Education Hill neighborhood on single-family lots that are at least 200% of the minimum average lot size or about 15% less than would otherwise be required to subdivide a lot. For this action, the City will examine regulatory amendments that would expand backyard home development since they could house seniors, younger populations, and single person households. Backyard homes can serve as a form of housing for seniors to age in place and can expand options for multigenerational living.

Aging-in-place housing considerations have become even more important as Redmond continues to age. The US Centers for Disease Control and Prevention defines aging in place as "the ability to live in one's own home and community safely, independently, and comfortably, regardless of age, income, or ability level." Backyard homes can be one way to allow individuals to stay in their homes for extra rental income, caregivers, etc.

Changes to Consider

The City should explore the trade-offs associated with the removal of the affordability requirement and minimum average lot size requirement. As a first step, the City should evaluate parcels and development patterns in the City using GIS tools to see where there is potential to add backyard homes in areas where they are not currently allowed.

Evaluation:

- **Income Levels Served:** Low, Moderate, Middle
- **Geographic Scale:** Eligible neighborhoods
- **Housing Production:** 🏠



Action 3.4. Remove code barriers to developing a wide range of housing types (e.g., residential suites, single room occupancies, etc.). The regulations should address duration of stay, housing affordability, impact and connection fees, parking, open space and other development standards to ensure equitable outcomes.

Background:

This action addresses regulatory barriers that may inhibit the development of a wider range of housing types. As a part of this action, regulations for dormitory-style residential suites (a.k.a., “apodments” or “mini-suites”) will be updated. Residential suites typically are very small dwelling units in multi-family buildings in which all living space other than a bathroom is contained in a single room (usually under 300 square feet). Generally, the units share common kitchen, laundry, and gathering spaces. Micro-housing in theory could be less expensive than a standard 1-bedroom apartment but this is not always the case. This type of housing usually is targeted to a very specific population—single-person households typically in their 20s and 30s either in college or working. Single Room Occupancies (SRO) are single-room dwellings, very similar to microunits, with a shared kitchen or bathroom facility. SROs are appropriate for individuals experiencing homelessness, college students, younger workers, and older adults.¹⁹

Changes to Consider:

In removing barriers, consideration should also be given to the impacts and needs associated with these uses. The regulations should address duration of stay, housing affordability, impact and connection fees, parking, open space and other development standards to ensure equitable outcomes for residents. The impacts associated with these uses should be understood, as should the needs of the residents, to ensure that open space, parking, and similar amenities, provided to multi-family residents, are also addressed and provided for. Housing affordability incentives should be reviewed to ensure that density bonuses and tax credits prioritize affordability at the lowest levels.

Examples:

The Municipal Research and Services Center (MRSC) reports that the City of Seattle tried to establish a micro-housing program, but they replaced this strategy by promoting larger, small-efficiency housing units. They also note that Everett permitted micro-housing through a pilot on a specific property (ordinance No. 3410-14 [MRSC, 2020](#)).

Evaluation:

- **Income Levels Served:** Low, Moderate
- **Geographic Scale:** Eligible Zones
- **Housing Production:** 🏠 🏠

¹⁹ [Source](#)





Action 3.5. Advocate for revisions to state law that facilitate and support tools for advancing more home-ownership opportunities. Similarly, revise Redmond regulations to provide regulatory tools that create new opportunities for homeownership.

Background:

City staff will advocate for state laws that would support more homeownership opportunities. As a part of this, staff should monitor the repercussions from recently passed reforms to the state's condominium liability law to identify whether additional changes should be advocated.²⁰ Also City staff will explore regulatory best practices supporting new opportunities for homeownership, particularly for moderate to middle-income households.

Evaluation:

- **Income Levels Served:** Moderate, Middle
- **Geographic Scale:** Citywide
- **Housing Production:**  

²⁰ The state recently passed (2019) a bill (SB5334) to reform the [condo liability law](#). The condo defect liability law has halted substantial condominium construction due to the high risk of lawsuits which could be frivolous. This new reform proposes subtle amendments to tighten what qualifies as a warrantable defect and protects condo association board members from personal liability lawsuits. The implications of this new law should be monitored to see if it truly encourages more condo construction and associated homeownership.

Strategy 4. Ensure equitable access to find, maintain, and stay in your home.

Why is this strategy important?

This strategy emphasizes the need to increase equitable housing development opportunities and equitable housing access for underserved communities. A key issue pointed out from community involvement is people feel stigmas about their housing that are real, pervasive, and dehumanizing. Many of these actions will address distributional equity and process equity by tracking compliance with fair housing laws, providing education and technical assistance, and advocating for laws that strengthen tenant protections.²¹ The actions will help improve community diversity, mixed-income housing availability, and protect against displacement. This strategy includes recommendations to ensure equitable housing access for all residents, including racial and ethnic minority populations, people with disabilities, and other classes of people protected under the federal Fair Housing laws.²²



Ramp modification through King County Home Repair Program

This strategy also includes actions intended to promote housing stability and improved community quality of life and wellbeing particularly for those vulnerable to losing their housing such as through promoting “just cause” eviction policies and preventing non-compliant or “no-fault” rental evictions (Actions 4.1, 4.2, and 4.3).²³ Community education and coordinated partnerships support housing stability for less advantaged households (Actions 4.1 to 4.5). The proposal for a Redmond-specific weatherization and rehabilitation grant program (Action 4.1) improves livability and helps make homes become more energy-efficient which can reduce the costs of utilities and promote sustainable development.

²¹ Washington state has several fair housing laws to prevent discrimination. The Fair Housing Center of Washington provides education on renters’ rights and Washington State Human Rights Commission enforces the law against discrimination ([Tenants Union of Washington State](#)).

²² The Civil Rights Act (1964) and the Federal Fair Housing Act (1968) and subsequent statutes, rules, and case law include various protected classes including but not limited to: race, color, national origin, religion, gender identity, sexual orientation, familial status (children under 18), disability, creed, veteran/military status, age, section 8 recipient, ancestry, and political ideology. (Fair Housing Equity Assessment, Central Puget Sound Region, 2014).

²³ A “no-fault” eviction is an attempt by landlords to evict renter’s despite on-time payment of rent and adherence to the rules.



Action 4.1. Invest in key programs, services, and regulations that support of equitable access and home preservation.

Background:

This action focuses on program development including piloting an energy-efficient home improvement grant program, rental assistance support, exploring resources for housing navigator services, supporting legal services to support tenants facing evictions (such as a dispute resolution program), and other creative models that help people find and retain their housing. Several of these programs could be pursued locally or regionally, possibly through ARCH, if other members also support them. ARCH prefers to partner with another agency to help implement the program.

Changes to Consider:

- Create a Redmond-specific energy-efficient, weatherization and rehabilitation grant program to improve the livability and energy efficiency of existing owner-occupied homes. This program should complement the existing King County Housing Repair program. This program can help improve the livability of existing owner-occupied homes. While it would help homes become more energy-efficient, it can also reduce the costs of utilities and promote sustainable development.
- Establish a housing navigator “office” with legal assistance/fair housing information. Housing navigators coordinate with shelters, homeless outreach staff, and other non-profits to find affordable housing options.
- Consider a Dispute Resolution Program and/or other free legal assistance programs to support and mitigate tenuous tenant/landlord relationships.
- Consider piloting a Home Share Program which matches “home-seekers” with homeowners who could benefit from rental income, help around the house, and companionship.
- Explore codifying Universal Design Standards. Universal design standards are features in a home that encourages equitable use and accessibility for individuals, particularly people with disabilities and older adults. Examples of universal design in housing include wide doorways, step-less entrances, one-story living, extra floor space, adequate maneuvering space in kitchens and bathrooms, switches and handles that are easy to reach and operate, slide-out shelves, and more. These and other relatively unassuming features allow people to remain in their homes even as their needs change over time.

Examples:

- **The Bellevue Home Repair loan programs and Emergency and Weatherization grant program** provides single family homeowners with zero-interest loans and grants for health- and safety-related repairs. About 30 households (earning very low to moderate household incomes) are served per year.
- **The King County Housing Repair Program** offers eligible low-income homeowners a deferred loan or matching funds loan (up to \$25,000) to cover housing repairs addressing health and safety concerns; and emergency grants covering life-threatening repairs (up to \$6,000). For renters with a disability, they also provide free financial assistance to make housing more accessible. Between 2018 and the second quarter of 2020, 11 applicants totaling \$91,312 from the City of Redmond participated in this program.
- **The Washington State Department of Commerce** administers a Weatherization Program to help increase home energy efficiency for low-income families. This program is funding by the U.S. Department of Energy’s Weatherization Program among other sources.
- **The Dispute Resolution Center of Kitsap County** provides mediation and education (training) to help families and organizations resolve conflict.
- **Home Share Program Kingston** is an innovative way to provide for shared living arrangements.

Evaluation:

- **Income Levels Served:** Low, Moderate
- **Geographic Scale:** Citywide
- **Housing Production:** N/A



Action 4.2. Implement a tool to track compliance with fair housing laws and provide technical assistance and education to local landlords and property managers. Develop landlord and tenant education materials, outlining their respective rights and responsibilities and providing online resources.

Action 4.3. Provide community education in multiple languages to make education more accessible to non-English speakers. The educational opportunities proposed for this action may include tenant rights, fair housing laws, and King County Home Repair program.

Background:

While these actions do not increase housing supply or the number of new affordable units, this strategy reduces potential displacement of tenants at risk of losing their housing. This strategy is focused on investing in programs that promote housing stability by helping residents know their rights and responsibilities as a tenant and property owner. People of color are more likely to experience discrimination in accessing housing.

Affordability was the top-cited barrier to buying and renting among all respondents.

Respondents of color were more likely to say they encountered barriers to renting or buying in Redmond: more than half said they couldn't find a place they could afford, nearly one-third said they had trouble with down payments/financing, 16% cited discrimination, and 8% couldn't find a place that fit their needs.

HAP Public Involvement Report, Questionnaire 1 Results

Changes to consider:

- Hosting landlord/tenant workshops, which would include rights and responsibilities and an online tool linking participants to available resources.
- Work with community partners to promote resources and information in multiple languages. Other educational may include tenant rights, fair housing laws, and King County Home Repair program. Lastly, a homebuyer's class/credit counseling training should be considered as a part of this action.

Example:

- [City of Tacoma Landlord Tenant Program](#)

Evaluation:

- **Income Levels Served:** All
- **Geographic Scale:** Citywide
- **Housing Production:** N/A



Action 4.4. Streamline processes for people applying for rental assistance to ensure equitable access. Explore innovative technology solutions to create efficiencies.

Background:

Explore models that centralize access to local rental assistance resources here in East King County. This could include innovative technology solutions to develop a centralized online platform providing access to all the rental assistance programs in one easy-to-access place. This could also include partnerships with faith-based organizations who provide similar support.

Example:

King County Housing Stability Program

Evaluation:

- **Income Levels Served:** Low, Moderate
- **Geographic Scale:** East King County
- **Housing Production:** N/A



Action 4.5. Advocate at state-level for eviction reforms.

Background:

Continue to advocate for additional state resources for statewide eviction mediation and legal aid services.

Evaluation:

- **Income Levels Served:** All
- **Geographic Scale:** East King County
- **Housing Production:** N/A

Strategy 5. Preserve affordable homes.

Why is this strategy important?

People can lose homes due to rents increasing above their ability to pay or due to a combination of increased costs associated with other living expenses or loss of income. They can become displaced and be unable to find an affordable alternative that allows them to stay in their communities – which could be a neighborhood they have lived in for many years. Although some homeowners may choose to sell their home for a profit, others may leave involuntarily and be unable to return if no other affordable housing options are available.

Actions that preserve existing affordable housing and help those who want to stay in their homes are an important part of the City's affordable housing strategy. Like Strategy 4, Strategy 5 also focuses on promoting housing stability and equitable access to affordable housing. Two actions are included to help preserve existing affordable housing and minimize and mitigate displacement.

These actions will help improve community stability and preserve character and cultural heritage along with affordable housing. In addition, the actions support segregation of housing based on income level by promoting mixed-income community development.



King County Housing Authority Friendly Village - Preservation



Action 5.1. Increase investments to preserve affordable housing.

Action 5.2. Minimize and mitigate displacement of residents consistent with PSRC guidance and identify at-risk properties with low-income residents that could be candidates for future acquisition and preservation.

Background:

The two actions for this strategy address ways to preserve existing affordable housing both naturally occurring in the private market and rent-restricted units that are subsidized such as the housing subsidized by the City through ARCH. By partnering with non-profit organizations and the King County Housing Authority to proactively identify housing at risk and to fund rehabilitation and/or purchase of these properties helps prevent displacement of existing residents.

Action 5.1 addresses the need to increase investments for affordable housing preservation programs. Properties at risk of being redeveloped or where affordability restrictions are set to expire should be identified and the financial feasibility of preservation should be evaluated. The investments needed to purchase and preserve affordable properties at risk for displacement should be increased when feasible.

Action 5.2 focuses on anti-displacement measures. Displacement occurs when housing or neighborhood conditions force residents to move. This can include economic conditions such as rising housing costs or physical conditions such as when housing is taken off the market due to redevelopment. Based on the [Puget Sound Regional Council's displacement risk map](#), Redmond is considered moderate risk. Older buildings and homes (particularly apartments) are at risk of redevelopment and/or renovation which can potentially drive up rents. More details can be found in Appendix A.

Changes to consider:

- The City could add a new goal in the Redmond Comprehensive Plan to prevent, minimize, and mitigate displacement impacts. Safeguards could be added to the code and permitting process to pro-actively identify displacement instances and support mitigation. For example, if the MFTE program incentives are allowed for housing rehabilitation, current tenants should be offered rehabilitated housing or relocation opportunities in housing comparable to or with improved conditions. The City could also monitor at-risk conditions using available housing and demographic information and local knowledge. PSRC's Displacement Risk Tool offers some guidance on the variables that should be analyzed to determine displacement risk such as share of people of color, non-English speakers, lower educational attainment, renters, cost burdened households, and lower per capita income.
- The City should track inventories and monitor potential multi-family property sales to identify preservation opportunities.
- Comprehensive Plan Policy HO-50 calls for Redmond to participate in relocation assistance for low- and moderate-income households whose housing may be displaced by condemnation or City-initiated code enforcement. Building on this policy, the City could evaluate the inclusion of a "Right-to-Return Policy" that allows any resident physically displaced by redevelopment to have a first-right-of-refusal in the newly developed property (within a certain reasonable timeframe). Another consideration is a "Notice of Intent to Sell" policy which requires owners of multifamily building to provide official notification to tenants and local housing officials before a sale. This essentially gives housing officials the opportunity to plan for a purchase in the interest of preserving low- or moderate-income housing and helps mitigate the impact to residents by providing additional time for moves.

Other anti-displacement strategies proposed in the Redmond HAP include: Production of affordable units (strategies 1-3), preservation of affordable housing and home repair programs (strategies 4-5), local housing funds and IZ and MFTE policies (strategy 1), and homeownership support (strategies 1 and 4).

Example:

Friendly Village, a mobile home park for seniors, was preserved through support and funding from ARCH and King County Housing Authority.

Evaluation:

- **Income Levels Served:** Low, Moderate
- **Geographic Scale:** Citywide
- **Housing Production:** N/A

Strategy 6. Leverage and expand partnerships to further Redmond's housing goals.

Why is this strategy important?

This strategy leverages key relevant aspects of the collective impact approach for addressing housing needs through existing and expanded partnerships. Cities often establish cooperative arrangements with other public agencies, mission-driven non-profit organizations, and developers to amplify the availability of affordable housing.

Most affordable housing construction and the associated housing services across the U.S. are delivered by non-profit agencies and developers.²⁴ Non-profits are often tax-exempt and can provide a range of support from community financing to social services. For-profit developers have technical development and financing expertise immensely helpful for affordable housing development and they tend to develop low-income housing particularly when financial support is provided. Public partners (local, state, and federal jurisdictions) can help non-profit and for-profit partners through funding, subsidies, tax breaks, incentives, and potential surplus land donations. Non-profits often need seed funding to begin the pre-development groundwork and funds to purchase land and for-profits often need help navigating code regulations and the permitting process. When non-profit, for-profit, and public entities join forces through partnerships, they can make more of a collective impact towards achieving common goals since they can share expertise and resources and fill in gaps where needed.

Strategy 6, the final strategy, includes three key actions. Actions 6.1 and 6.3 call for outreach and increased communication with existing or potential partners (such as faith-based organizations) that might be interested in providing affordable housing on underutilized properties. Increasing interagency and broad-based collaborations with other partners can help identify shared objectives and facilitate sharing of resources which amplifies the collective impact. Action 6.2 focuses on expanding the partnerships with transit agencies to more actively support the development of affordable housing and equitable transit-oriented development. Transit agencies might be involved with joint development arrangements whereby public land is sold or leased around stations that could be used to develop affordable housing to ensure equitable access to public transit as well as mitigating for displacement impacts.



Esterra Park is a new transit-oriented development that includes a 2.7 acre public park, a hotel and conference center, office and retail space, and new multifamily homes steps from Microsoft and the future Overlake Village Light Rail Station. Capella at Esterra Park, will be a new pedestrian oriented community, with 261 eco-friendly affordable and workforce housing apartments and an onsite YMCA early childhood development center, developed in a unique collaboration between Imagine Housing, the YMCA, Inland Ground, The Washington State Housing Finance Commission, and ARCH. This project is scheduled to open in 2022.

²⁴ Source: PSRC, Non-profit Partnerships factsheet: <https://www.psrc.org/sites/default/files/hip-non-profit-partnerships.pdf>.



Action 6.1. Reach out to partners and provide help including support to increase the affordable housing development potential on suitable property owned by public agencies, faith-based, and non-profit housing organizations.

Action 6.2. Advance partnerships with transit agencies to promote affordable housing development.

Action 6.3. Partner with community-based organizations and individuals most impacted by housing affordability challenges to ensure affected parties have access to and are involved in meaningful public participation in updates to housing policies and regulations.

Background:

This strategy focuses on leveraging and expanding partnerships, some of which are already established, to accelerate affordable housing development.

Action 6.1:

This action focuses on outreach to and partnerships with non-profits, developers, and faith-based organizations that might be interested in providing affordable housing on underutilized properties. State law gives public agencies the ability to discount, transfer, lease, or gift land they own, referred to as surplus property (excess property no longer required by the agency) for the public benefit of providing or supporting the goals of affordable housing (up to 80% AMI, RCW 39.33.015). Partnerships could be strengthened by building knowledge on affordable housing through development training/education, and/or design or permitting support.

Another step of this action is to increase development potential by changing zoning on key suitable properties owned by public agencies, faith-based and non-profit housing entities for affordable housing. The focus of this action is to garner supportive partnerships to build new affordable housing on underutilized properties that are owned by public agencies or faith-based organizations (such as a large, underutilized parking lot). The goal is to identify surplus public property already under ownership that might be underutilized or ideally positioned for shared public and private uses that would be suitable for zoning amendments needed to increase the development potential. Where the location is suitable for affordable housing, this action would increase the development potential through zoning regulations on properties already owned. By changing zoning designations to increase development potential, this action would provide the opportunity to build more affordable housing at a lower cost.²⁵

Action 6.2:

Addresses partnerships with transit agencies. Redmond should continue to partner with Sound Transit, King County Metro and other public agencies to maximize opportunities on public property and should continue participating in the East King County TOD partnership.

Action 6.3:




Calls for the City to partner with community-based organizations and individuals most impacted by housing affordability challenges to ensure affected parties have access to and are involved in meaningful public participation in planning updates to housing policies and regulations. This could involve convening community advisory groups, hosting community cafes, and other tools for engaging diverse communities.

²⁵ Local Housing Policy Solutions, use of publicly owned property for affordable housing: <https://www.localhousingsolutions.org/act/housing-policy-library/use-of-publicly-owned-property-for-affordable-housing-overview/use-of-publicly-owned-property-for-affordable-housing/>. As another part of this action, the City could consider adding a policy to have public agencies first make surplus land available to developers committed to creating affordable or mixed-income housing for a designated period of time (such as two to three months) before opening it up to a broader range of developers.

Examples:

- The City of Redmond partnered with King County to build the Downtown Redmond TOD which provides 20% of the housing units affordable at 80% AMI.
 - John Gabriel House is a housing development that provides quality, affordable housing and services for adults age 62 and older. The project was made possible through financial support from the City of Redmond, Providence Health & Services, the east King County jurisdictions that are members of A Regional Coalition for Housing (ARCH), King County, King County Housing Authority and the Washington State Housing Finance Commission.
-

Evaluation:

- **Income Levels Served:** Low, Moderate
- **Geographic Scale:** Citywide
- **Housing Production:**   

Section 4.2 Implementation Plan

Redmond's Housing Action Plan is a comprehensive approach for how to address housing needs and align these efforts across the City and with key partners. This section will provide an implementation blueprint showing the timing of actions, prioritization, who will implement, and potential monitoring and performance measurements. This section will also provide a set of options for measuring the performance of different strategies such as developing a dashboard which monitors Redmond's housing target and action plan progress.

The City should consider preparing an annual or bi-annual report (such as a scorecard) to evaluate HAP progress towards meeting the performance objectives (strategies) and plan goals (such as the guiding principles). This report could describe prioritized areas of focus and a proposed work plan for the next several years. The action priorities could be discussed with partners and shared as a part of community outreach/involvement to ensure alignment with the plan of action.

The following section outlines the approach to achieve effective implementation. This section includes:







- A timeline for implementing various actions as part of the six strategies.
- A list of departments and partners responsible for implementing different actions.
- A list of key next steps and a description of potential resource needs and opportunities.
- Challenges and considerations
- Regulatory impact

The proposed planning horizon for the plan is five years commencing from 2021 (after approved) and completed by 2026. Ongoing activities would occur during the entire planning horizon.

- Short-term: 1 year (2021 to 2022)
- Medium-term: 2-3 years (completed by 2024)
- Long-term: 4-5 years (completed by 2026)

The implementation plan also considers the level of resources needed, both in staff and other costs (e.g. consultant support)

Staff: How labor-intensive is this action?

-  Minimal Staff Resources
-   Moderate Staff Resources
-    Intensive Staff Resources

Costs: How much would it cost to implement this action? This provides the estimated funding required to implement the strategy relative to other strategies.

- \$ Minimal Investment
- \$\$ Moderate Investment
- \$\$\$ Significant Investment

Since Redmond is in the process of updating its Comprehensive Plan (*Vision 2050*) by June 2024, actions involving amendments to the Comprehensive Plan should be included as a part of this update process to be as efficient as possible, and these actions would fit in the medium-term timeframe.²⁶ In general, actions should be sequenced with other actions, plan updates, and work priorities to support feasibility.

The detailed Implementation Plan is included in Appendix D.

Monitoring implementation progress

The City should track its progress towards achieving its housing goals by developing a set of indicators to track on a regular basis. Determining the exact indicators and monitoring frequency will require additional research on availability of data, availability of staff time and tracking systems, as well as discussions with City leaders and the community to ensure that the chosen indicators adequately gauge equitable housing progress. The Exhibit below provides examples of potential indicators that the City could track.

Exhibit 7. Potential Indicators to Consider for Monitoring Action Plan Progress

General Plan Performance Metrics	Potential Indicators and Data Sources
Increase affordable housing units	Number of properties or units acquired/preserved by City, King County, ARCH or other organizations (report by AMI). Potential Data Sources: King County Assessor, ARCH, and City of Redmond.
	Share of rent-burdened residents. Potential Data Source: Census and HUD.
	Number of requests ARCH and King County receives for tenant assistance from Redmond (waiting list information). Potential Data Sources: King County and ARCH.
	Share of racial and ethnic diversity as compared to King County and region. Potential Data Sources: Census.
	Number of new affordable housing units built via MFTE and through the Inclusionary Housing/Zoning policy (report by AMI). Potential Data Sources: ARCH and City of Redmond.
	Number and description of affordable housing projects and partnership driven projects (describe partners and contributions). Potential Data Sources: King County, ARCH, Community Partners, City of Redmond, and King County Assessor.
Increase both market-rate and affordable housing production	Number of new market-rate and affordable homes in Redmond. Potential Data Sources: King County Assessor, Agency Partners, and Census.

²⁶ As mandated by the Growth Management Act, the Redmond Comprehensive Plan should be updated by 2024. King County jurisdictions must complete a review and evaluation of their “Buildable Lands Program” at least one year before the comprehensive plan update to provide data that will be used for the comprehensive plan update, per RCW 36.70A.215(2)(b). In addition to these periodic updates, cities can also carry out optional Comprehensive Plan amendments once per year. The 2024 update will plan for the next 20 years of population and employment growth through 2044.

General Plan Performance Metrics	Potential Indicators and Data Sources
Support TOD and investments in transit corridors	Number of new market-rate and affordable homes within ½ mile proximity/10- to 15-minute walk to transit stations. Potential Data Sources: King County Assessor, Agency Partners, Census, and HUD.
	Amount of funds invested in transit projects with a housing component. Potential Data Sources: Agency Partners and City of Redmond.
Increase housing options and choices	Number and type of new homes produced and total within the City over time - location, tenure, size, sale price/asking rent, and unit type (ADUs, backyard homes, condos, duplex, triplex, quadplex, townhome, etc.). Potential Data Sources: King County Assessor, City of Redmond, CoStar, Census, or Washington State Office of Financial Management.
	Share of homebuyers receiving assistance (e.g., down payment assistance). Potential Data Sources: ARCH, King County, and Community Partners.
Increase in home-ownership support (targeting households not considered high-income)	Amount of funding and number of households supported by homeownership programs. Potential Data Sources: ARCH, King County, and Community Partners.
Increase in education and awareness on housing topics	Number of factsheets and educational materials released (including languages). Potential Data Sources: City of Redmond, ARCH, and King County.
	Number of meetings, training/educational workshops, events. Potential Data Sources: City of Redmond, ARCH, and Community Partners.
	Number of participants, views to city website, requests for information. Potential Data Sources: City of Redmond.
General Plan Performance Metrics	Potential Indicators
Increase affordable housing units	Number of properties or units acquired/preserved by City, King County, ARCH or other organizations (report by AMI). Potential Data Sources: Assessor's data, ARCH, City of Redmond Data.
	Share of rent-burdened residents. Potential Data Sources: Census Data.
	Number of requests ARCH and King County receives for tenant assistance from Redmond (waiting list information). Potential Data Sources: King County, ARCH Data.
	Share of racial and ethnic diversity as compared to King County and region. Potential Data Sources: Census Data.
	Number of new affordable housing units built via MFTE and through the Inclusionary Housing/Zoning policy (report by AMI). Potential Data Sources: ARCH, City of Redmond Data.
	Number and description of affordable housing projects and partnership driven projects (describe partners and contributions). Potential Data Sources: King County, ARCH, Community Partners, City of Redmond, Assessor's Data.

General Plan Performance Metrics	Potential Indicators and Data Sources
Increase both market-rate and affordable housing production	Number of new market-rate and affordable homes in Redmond. Potential Data Sources: Assessor's Data, Agency Partners, Census Data.
Support TOD and investments in transit corridors	Number of new market-rate and affordable homes within ½ mile proximity/10- to 15-minute walk to transit stations. Potential Data Sources: Assessor's Data, Agency Partners, Census Data.
	Amount of funds invested in transit projects with a housing component. Potential Data Sources: Agency Partners, City of Redmond.
Increase housing options and choices	Number and type of new homes produced and total within the City over time - location, tenure, size, sale price/asking rent, and unit type (ADUs, backyard homes, condos, duplex, triplex, quadplex, townhome, etc.). Potential Data Sources: Assessor's Data, City of Redmond Data, CoStar, Census Data, or the State of Office of Financial Management Data.
	Share of homebuyers receiving assistance (e.g., down payment assistance). Potential Data Sources: ARCH, King County, Community Partners.
Increase in home-ownership support (targeting households not considered high-income)	Amount of funding and number of households supported by home-ownership programs. Potential Data Sources: ARCH, King County, Community Partners.
Increase in education and awareness on housing topics	Number of factsheets and educational materials released (including languages). Potential Data Sources: City of Redmond, ARCH.
	Number of meetings, training/educational workshops, events. Potential Data Sources: City of Redmond, ARCH, Community Partners.
	Number of participants, views to city website, requests for information. Potential Data Sources: City of Redmond.

Exhibit 8. Comprehensive Comparison of Proposed Actions

Description	Guiding Principles				Housing		Scale
Actions	Housing Choice	Equity	Partnerships	Advocacy	Market- Rate	Supported	East King County, Citywide, Eligible Neighborhoods
Action 1.1. Engage with other ARCH cities on potential adoption of new revenue streams, and advocate for additional local revenue options to support affordable housing production and preservation.	✓	✓		✓		✓ Low	Citywide
Action 1.2. Add criteria to the Redmond Zoning Code to allow for the consistent and predictable implementation of affordable housing impact fee waivers.	✓	✓				✓ Low, Moderate	Citywide
Action 1.3. Review IZ and MFTE program regulations in concert with zoning changes to consider options that create deeper affordability and/or more affordable units.	✓	✓				✓ Moderate	Citywide
Action 1.4. Promote TOD and infill development integrating affordable housing development.	✓	✓			✓ Middle	✓ Low, Moderate	Eligible neighborhoods
Action 1.5. Consider ways to incentivize deeper/ increased affordable housing development.	✓	✓			✓ Low	✓ Low	Eligible neighborhoods
Action 1.6. Review and identify changes to parking regulations around light rail stations and areas of high frequency transit to maximize desired uses like housing at differing affordability levels.	✓	✓			✓ All	✓ All	Eligible neighborhoods
Action 1.7. Explore programs that promote homeownership opportunities such as working with ARCH to evaluate changes to the existing ARCH Down Payment Assistance Program.	✓	✓			✓ Moderate, Middle		Citywide
Action 2.1. Evaluate payment deferral options for development fees for deeply affordable housing projects and Accessory Dwelling Units (ADUs) (e.g., utility connection fees).	✓	✓			✓ Low, Moderate, Middle	✓ Low, Moderate	Citywide
Action 2.2. Regularly assess development review processes to identify opportunities for increased efficiencies.	✓				✓ All	✓ All	Citywide
Action 2.3. Consider updating design standards to provide clarity and flexibility to streamline development review and achieve superior design.	✓				✓ Low, Moderate, Middle	✓ Low, Moderate, Middle	Citywide

Description	Guiding Principles				Housing		Scale
Actions	Housing Choice	Equity	Partnerships	Advocacy	Market- Rate	Supported	East King County, Citywide, Eligible Neighborhoods
Actions 3.1. Amend regulations to broaden housing options by promoting middle housing development.	✓	✓			✓ Moderate, Middle		Citywide
Action 3.2. Promote ADU development by removing code and process barriers which may include developing pre-approved ADU plans and a new ADU development guidebook.	✓				✓ Moderate, Middle		Eligible Neighborhoods
Action 3.3. Review and amend backyard home development code to identify and eliminate barriers. Explore ways to expand this program across neighborhoods.	✓	✓			✓ Low, Moderate, Middle	✓ Low, Moderate, Middle	Eligible Neighborhoods
Action 3.4. Remove code barriers to developing a wide range of housing. The regulation should address duration of stay, housing affordability, impact and connection fees, parking, open space and other development standards to ensure equitable outcomes.	✓				✓ Low, Moderate		Eligible Zones
Action 3.5 Advocate for revisions to state law that facilitate and support tools for advancing more home-ownership opportunities. Similarly, revise Redmond regulations to provide regulatory tools that create new opportunities for homeownership.	✓	✓		✓	✓ Moderate, Middle		Citywide
Actions 4.1. Invest in key programs and services in support of equitable access and home preservation.		✓		✓	✓ Low, Moderate	✓ Low, Moderate	Citywide
Actions 4.2. Implement a tool to track compliance with fair housing laws and provide technical assistance and education to local landlords and property managers. Develop landlord and tenant education materials, outlining their respective rights and responsibilities and providing online resources.		✓	✓		✓ All	✓ All	Citywide
Action 4.3. Provide community education in multiple languages to make education more accessible to non-English speakers. The educational opportunities proposed for this action may include tenant rights, fair housing laws, and King County Home Repair program.		✓	✓		✓ All	✓ All	Citywide

Description	Guiding Principles				Housing		Scale
	Housing Choice	Equity	Partnerships	Advocacy	Market- Rate	Supported	
Actions							East King County, Citywide, Eligible Neighborhoods
Action 4.4. Streamline processes for people applying for rental assistance to ensure equitable access. Explore innovative technology solutions to create efficiencies.		✓			✓ Low, Moderate	✓ Low, Moderate	East King County
Action 4.5. Advocate at state-level for eviction reforms.		✓		✓	✓ All	✓ All	East King County
Action 5.1. Increase investments to preserve affordable housing.	✓	✓				✓ Low, Moderate	Citywide
Action 5.2. Minimize and mitigate displacement of residents consistent with PSRC guidance and identify at-risk properties with low-income residents that could be candidates for future acquisition and preservation.	✓	✓			✓ Low, Moderate	✓ Low, Moderate	Citywide
Action 6.1. Reach out to partners and provide help including support to increase the affordable housing development potential on suitable property owned by public agencies, faith-based, and non-profit organizations.	✓	✓	✓	✓	✓ Low, Moderate	✓ Low, Moderate	Citywide
Action 6.2. Advance partnerships with transit agencies to promote affordable housing development.	✓	✓	✓	✓	✓ Low, Moderate	✓ Low, Moderate	Citywide
Action 6.3. Partner with community-based organizations and individuals most impacted by housing affordability challenges to ensure affected parties have access to and are involved in meaningful public participation in updates to housing policies and regulations.	✓	✓	✓	✓	✓ Low, Moderate	✓ Low, Moderate	Citywide

SECTION 5

APPENDICES

Appendix A: Glossary of Terms and Examples

Accessory Dwelling Units (ADUs): are also referred to as mother-in-law apartments, granny flat, or second units. An ADU is a self-contained residential unit that is an accessory use to a single-family home. An ADU is located on the parcel with the primary single-family home and is smaller in scale. An ADU contains all the basic facilities needed for living independent from the primary residence such as a kitchen and bathroom. An ADU can be configured in different ways such as being attached to a single-family home, above a garage, or detached from the primary residence.



A Regional Coalition for Housing (ARCH): is a partnership between King County and East King County Cities who have joined to assist with preserving and increasing the supply of housing for low- and moderate-income households in the region. ARCH assists member governments in developing housing policies, strategies, programs, and development regulations; coordinates the cities' financial support to groups creating affordable housing for low- and moderate-income households; and assists people looking for affordable rental and ownership housing. ARCH's member governments have supported a wide range of housing created and operated by local organizations and private developers that serve individuals, families, seniors, people experiencing homelessness, and persons with special needs. ARCH has been an asset to the City of Redmond communities and in increasing the supply of needed affordable housing. The Redmond HAP was developed in partnership with ARCH and includes strategies which build off the work and programs already established. ARCH strives to create a minimum of 100 low-income affordable housing units in East King County on an annual basis. Since 1993, the ARCH Housing Trust Fund has funded over 3,250 units of East King County housing for families, seniors, and persons with special needs. ARCH also helps facilitate the use of surplus land for affordable housing. The Redmond HAP was developed in partnership with ARCH and includes strategies which build off the work and programs already established.

Displacement

Displacement or gentrification has been generally defined as “a process of neighborhood change that includes economic change in a historically disinvested neighborhood by means of real estate investment and new higher-income residents moving in, as well as demographic change, not only in terms of income level, but also in terms of changes in the education level or racial make-up of residents.” These shifts can be seen by people as positive, while others experience the downside.

- **Economic or indirect displacement** can occur if new (re)development in an area rents or sells at higher price points that encourages owners of existing units to increase rents, and these increases exceed what existing tenants can afford. The effects of (re)development renting at market rates may spill over to lower-cost rental units, causing rents to rise and potentially displacing existing residents. However, if supply is tight and high demand puts upward pressure on rents, market changes could lead to displacement without any new development occurring in an area. Economic displacement can occur due to high demand and low supply of new housing, with or without (re)development occurring. Economic insecurity and displacement are very important for existing communities but is difficult to measure quantitatively. Low-income households are at high risk of economic displacement as they have fewer choices about where they can afford to live.
- **Physical or direct displacement:** When evaluating when, where, and what type of project to build or rehabilitate, developers consider many factors, including market rents, construction costs, local amenities, and transit access. In some cases, public programs could encourage displacement by incenting a developer to rehabilitate or replace older, less expensive (unregulated affordable) housing with newer, higher-priced units. This could lead to the direct displacement of existing residents, who may not be able to afford the higher rents in the new development. Physical displacement occurs with

the redevelopment of a specific parcel. This only occurs when new development is feasible and can be measured quantitatively. In theory, any type of household could be at risk of physical displacement due to a new development demolishing their current housing. But, low-income households, households of color, immigrant households, and other marginalized populations are at higher risk of physical displacement. Also, areas with high rates of renting and the presence of naturally occurring affordable homes can be more susceptible to displacement. Wealthy households are at lower risk of direct displacement, as they may not live in areas experiencing new development, and they may hold sway over decision makers.

- **Cultural displacement** occurs when people “choose” to move because their neighbors and culturally relevant businesses and institutions have left the area. The presence (or absence) of cultural assets can influence racial or ethnic minority households in their decisions about where to live, more than for broader populations. While this is difficult to measure, and one can argue whether these are true “choices” or whether this is “forced” displacement, it is an important effect that can have broad equity implications beyond physical or economic displacement alone. Cultural displacement can occur with (re)development and includes business displacement. While cultural displacement is very important for existing communities, it is very difficult to measure quantitatively but could be evaluated qualitatively by in-person engagement. Marginalized communities – be they low-income, a specific race or ethnicity, or another group of people – are at higher risk of cultural displacement than dominant communities. When businesses and housing that serves these communities leave or are removed, people can feel pushed out of their neighborhoods.

Displacement often does not affect homeowners, in large part because they have fixed mortgage payments that cannot change without warning and since homeowners are less susceptible to cost burdening and housing insecurity. Because homeowners are largely shielded from larger economic and housing market changes, encouraging homeownership is a helpful way to prevent physical and economic displacement.²⁷

Housing Trust Fund

Redmond along with other East King County Cities contribute funding to a Housing Trust Fund, which ARCH, administers to financially support groups creating affordable housing for low- and moderate-income households. The Village at Overlake Station located nearby Microsoft’s main campus is a transit-oriented development providing 308 low- and moderate-income rental housing, a daycare center, and a transit center. Residents have free bus passes and parking spots for Flex Car, a ride-sharing program. The ARCH Housing Trust was a key funding agency for this project. This project won an award of excellence from the National Association of Housing and Redevelopment Officials.²⁸



Inclusionary zoning (IZ) provides affordable housing for low to moderate-income residents in exchange for additional residential development capacity (i.e., an increase in what the zoning currently allows such as density, height, floor area ratio or some other benefit). Over 500 cities in the US use IZ; however, the programs vary from being voluntary or mandatory and some work in conjunction with Multifamily Tax Exemption Programs. In theory, private market-rate development supports some portion of the cost of the affordable units

²⁷ Sources: <https://www.psrc.org/sites/default/files/hip-displacement.pdf>, Urban Displacement. “Gentrification Explained.” www.urbandisplacement.org/gentrificationexplained. Herrera, Roanel and Sandoval, Gerardo. Transit-Oriented Development and Equity in Latino Neighborhoods: A Comparative Case Study of MacArthur Park and Fruitvale. April 2015. National Institute for Transportation and Communities

²⁸ Source: ARCH, 2020, owner: King County Housing Authority.

in an inclusionary project. However, in almost all cases, public incentives are also required. These incentives can be regulatory (reduced parking requirements or density bonuses, for example) or financial (public investment). Key benefits: Creates new affordable units in targeted areas, designed to lead to mixed-income projects, and possibly could require less public investment. IZ often works best in areas with high density residential capacity and with strong residential markets. Key drawbacks: IZ does not work unless market-rate development is feasible, if incentives are insufficient to offset program requirements then the developers can charge more for the market-rate housing which could push up the overall rental costs, and program can be complex to administer.

Median Income Level

When examining household income levels, the Area Median Income (AMI) and Median Family Income (MFI) are helpful benchmarks for understanding what different households can afford to pay for housing expenses. Since housing needs vary by family size and costs vary by region, the U.S. Department of Housing and Urban Development (HUD) produces MFI benchmarks for different family sizes and regions on an annual basis. AMI means the same thing as MFI but is more commonly used in the industry. These benchmarks help determine eligibility for housing programs and support the tracking of different housing needs for a range of household incomes. The median income value primarily used for this analysis is: 100% AMI based upon a family of four is \$108,600 (ARCH and King County, 2019). Based on this:

- Very low or extremely low-income households is 30% of the AMI or lower (\$32,580 or less).
- Low-income household is 30 to 50% of the AMI (\$32,580 to \$54,300). *Please note that Redmond refers to Deeply Affordable Housing as those with incomes below 60% of the AMI which is \$65,160 per year for a family of four.*
- Moderate-income is 50 to 80% of the AMI (\$54,300 to \$86,880).
- Middle-income is 60 to 120% of the AMI (between \$65,160 and \$130,320).
- Above 120% AMI is high income (above \$130,320).

To put these values into perspective, a household in Redmond would need to earn about \$90,240 per year or a little lower than 100% of the AMI to afford the 2019 average rent for a 2-bedroom apartment in Redmond (average rent estimate based on CoStar data). Considering Redmond's median home sale price of \$823,300 in 2019 (based on the analysis of home sale prices provided in the King County Assessor data), a household would have to earn almost 200% of the AMI or around \$217,200 per year, to purchase a home priced between \$760,000 and \$869,000.

Multifamily Tax Exemption Program

Washington cities with a population of 15,000 can adopt a MFTE program to stimulate new multifamily affordable housing development in urban centers. This program exempts eligible new construction or rehabilitated housing from paying property taxes for either an 8-year or 12-year period of time. (There was previously an option for a 10-year contract as well.) Only property owners who commit to renting or selling at least 20% of these units to low- and moderate-income households are eligible for the 12-year exemption.

For housing rehabilitation projects, only the value of eligible housing improvements is exempted from property taxes. If an eligible jurisdiction has aging multifamily developments or underutilized buildings suited to residential uses, they could consider whether rehabilitated units should be added to as a way to expand program eligibility. Some jurisdictions restrict program use to multifamily projects with over 10 units but technically multiple-unit projects with 4 or more units could be eligible.

Tax abatements positively impact the feasibility of projects where market-rate projects are feasible and can help cross-subsidize the affordable units. If combined with Inclusionary Zoning, the MFTE program can offset a portion of the financial impacts. Jurisdictions should weigh the temporary loss of tax revenue against the potential attraction of new investment in target areas. State law does not prohibit MFTE from being paired with other incentives. Bonus units, incentives such as impact fee waivers, and the integration of a more flexible development agreement approach including performance requirements and a menu of corresponding incentives could help offset the costs incurred from affordable housing unit requirements and could be considered as a way to promote program usage.

Appendix B: State and Federal Affordable Housing Funding

This section describes the main state and federal affordable housing funding sources available to developers looking to construct affordable housing properties in the City of Redmond. This section focuses solely on the main funding sources and not indirect financing sources that provide financial benefits to affordable housing projects via reduced costs. Many of the funding sources could be allocated by federal government but are administered by state and local housing finance agencies.

Washington State Funding Sources

As shown below, the Washington State Housing Finance Commission offers several funding programs to build multifamily affordable housing.

- **The Low-Income Housing Tax Credit (LIHTC)** program is the largest source of funding established for affordable housing and is an indirect subsidy (in the form of a reduced federal income tax liability) for private companies to invest in affordable housing. This program is administered by state and local housing finance agencies in accordance with U.S. Treasury Department stipulations. Generally, LIHTC recipients receive the credit over one decade and in exchange, the housing units must be kept affordable for at least three decades (states can stipulate a longer period). In Washington State, the Housing and Finance Commission provides two types of LIHTC programs: the 9% tax credit and the 4% bond tax credit program. The 9% tax credit program is more valuable, but limited, and is awarded competitively through annual funding applications.²⁹ Large renovation projects tend to use the 9% option while smaller preservation and acquisition-rehab projects tend to take advantage of the 4% option. The 4% bond tax credit program is less valuable for project financing, but the program is not always competitive. This option is available if more than half the project is financed with tax-exempt Multifamily Bonds. Any project that can make the funding program work can access the tax credits up to a certain bond cap across the state. These programs typically fund housing units that are affordable to households earning below 60% of AMI. A few drawbacks for this program are the competitive nature of the 9% option and the complex application process (can take several months) and reporting requirements.³⁰
- **The 80/20 Private Activity Bond** program can fund construction and development costs for eligible affordable housing projects (e.g., multifamily rental housing, limited equity cooperative, assisted living, single room occupancy housing). The interest on the funding is tax exempt (also known as private activity bonds), thereby reducing total development costs and increasing project feasibility. This program typically funds housing units that are affordable to households earning below 60% of AMI. In return for this incentive, the developer must set aside a certain percentage of units for low-income residents.³¹
- **Non-Profit Housing Bonds** can assist 501(c)(3) non-profits in financing numerous housing developments. These funds are more flexible than other types of financing programs. Non-profit bonds cannot be combined with the LIHTC program incentives, but they can be used to finance a broader range of eligible activities and facilities (such as emergency shelters for the homeless).³²
- **The Land Acquisition Program** assists qualified non-profits and developers with purchasing land for affordable housing development (rental or homeownership). This loan helps developers buy land and then gives them the necessary time to build financing for building the housing. In partnership with Microsoft, a new Expanded LAP (ELAP) is available now (2020) for East King County target areas including Redmond,

²⁹ Source: Washington State Housing and Finance Commission, <https://www.wshfc.org/mhcf/9percent/index.htm>.

³⁰ Although the 4% bond tax credit program tends to not be competitive, there could be competition for the bonds during certain years when demand exceeds availability. Sources: Washington State Housing and Finance Commission, <https://www.wshfc.org/mhcf/4percent/index.htm> and Local Housing Solutions: <https://www.localhousingolutions.org/fund/federal-funding-for-affordable-housing/>.

³¹ Source: Washington State Housing and Finance Commission, <https://www.wshfc.org/mhcf/BondsOnly8020/index.htm>.

³² Source: Washington State Housing and Finance Commission, <https://www.wshfc.org/mhcf/nph/index.htm>.

Bellevue, Kirkland, Issaquah, Renton, and Sammamish. This is open to all housing developers and serves residents up to 120% of the AMI (middle-income households). ELAP is a revolving loan program administered by the Commission using capital provided by Microsoft³³

The Washington State Department of Commerce offers three key funding programs for developing affordable housing.

- **The Washington State Housing Trust Fund** provides loans and grants to affordable housing projects through annual competitive applications. This program typically funds housing units that are affordable to households earning below 80% of AMI.³⁴
- **The Housing Preservation Program** provides funding for affordable housing rehabilitation, preservation, and capital improvement needs. It is only available for projects that have previously received Housing Trust Funds.³⁵
- **The HOME Program** is a federal block grant program funded through the U.S. Department of Housing and Urban Development used to preserve and build rental housing affordable to low-income households. The Washington State Department of Commerce runs the HOME Rental Development program for Washington State HOME Investment Partnerships Program (HOME). This program offers funding for the preservation and development of affordable rental housing to non-profit organizations, public housing authorities, and local and tribal governments. HOME Funds typically build units that are affordable to households earning below 50% of AMI. Action plans are developed every spring to describe how the state will allocate funds for the next year. Participating jurisdictions must set aside at least 15% of their HOME funds for housing that is developed, sponsored, or owned by Community Housing Development Organizations.³⁶

Federal Government Funding Sources

The U.S. Department of Housing and Urban Development (HUD) offers several different programs for developing affordable housing. Select programs are described below.

- Since 1974, HUD has provided Community Development Block Grants (CDBG) for the improvement of the economic, social and physical environment and quality of life for low- and moderate-income residents. Generally, these grants can address a wide range of community development needs including infrastructure improvements, housing rehab loans and grants as well as other benefits targeted to low- and moderate-income persons. A competitive process is typically used to allocate grants for individual projects and the amount of federal funding for CDBG has diminished over the past few years. The CDBG Program is administered by the King County Community Development Department since the City of Redmond is part of the King County CDBG Consortium (via an interlocal agreement).³⁷ Redmond also receives approximately \$100,000 per year in grants from the Consortia federal CDBG funding program to support affordable housing. In addition, there is approximately \$125,000 per year in CDBG Capital funds for ARCH.

³³ Source: Washington State Housing and Finance Commission, <https://www.wshfc.org/mhcf/lap/index.htm> and <https://www.wshfc.org/mhcf/lap/elap.htm>.

³⁴ Source: Washington State Department of Commerce Housing Trust Fund, <https://www.commerce.wa.gov/building-infrastructure/housing/housing-trust-fund/>

³⁵ Source: Washington State Department of Commerce Housing Preservation Program, <https://www.commerce.wa.gov/building-infrastructure/housing/housing-preservation-program/>

³⁶ Through the federal HOME program, the King County Housing and Community Development Department administers a Housing Finance Program (HFP) to provide capital funds for acquisition, rehabilitation, site improvements, new construction, and other costs related to housing development. Projects must apply for program benefits and the process is competitive. The HFP includes funds from King County's local Housing Opportunity Fund. Sources: Washington State Department of Commerce HOME Rental Development Program, <https://www.commerce.wa.gov/building-infrastructure/housing/housing-trust-fund/home-program/> and ARCH, <https://www.archhousing.org/developers/other-funding-options.html>.

³⁷ Sources: [King County](#) and [ARCH](#).

ARCH administers Redmond's Housing Trust Fund (HTF) which provides funding assistance to local non-profit housing providers, for preservation and construction of affordable housing. Although the HTF is mostly dedicated to providing housing affordable to low-income households, funding can also be provided for moderate-income households and homeownership opportunities.

- The HUD Section 108 Loan Guarantee Program is one mechanism available for CDBG (block grant) recipients to increase the capacity to assist with economic development, housing, public financing, and infrastructure projects by enabling a community to borrow up to five times its annual CDBG allocation. Communities can use these loans to either finance projects or to start loan funds to finance multiple projects over several years. The program has flexible repayment terms and is often layered with other sources of financing such as LIHTC.³⁸
- HUD also provides two Section 8 funding programs that assist with rent payment. The Section 8 funding programs do not provide financial support to build affordable housing; rather, they provide support for households earning up to 80% AMI by paying the rent balance above 30% of the household income. HUD has a tenant-based Section 8 rental housing assistance offered primarily through the Housing Choice Voucher program and administered by the KCHA. Voucher holders gain a rental subsidy that can be used at any eligible rental housing. Consequently, this incentive moves with the eligible household rather than being tied to a housing development.³⁹ The other Section 8 program is a project-based voucher program providing a subsidy to specific housing units providing consistent affordability. At least 40% of the units must be reserved for extremely low-income households (30% AMI or lower). Since the assistance is connected to the housing unit, this program can help create or preserve affordable housing in high-cost, gentrifying areas.⁴⁰
- Another HUD program supporting affordable housing rehabilitation is the Choice Neighborhoods grant program. This program is the successor to the HOPE VI program. This program funds the redevelopment, rehabilitation, and new construction associated with severely distressed public housing and privately-owned HUD-assisted properties. A neighborhood revitalization plan describing the project goals and how it will address community problems and increase opportunities for the residents and the surrounding neighborhood is required.⁴¹

³⁸ HUD Section [108 Loan Guarantee Program](#).

³⁹ With a voucher, households pay at least 28%, but not more than 40% (in the first year), of your household income for rent and utilities. KCHA pays the difference between your portion of the rent and the amount your landlord requests. Around 72 subsidized section 8 units priced 80% AMI or lower have been subsidized in Redmond as of July 2020.

⁴⁰ Source: [Local Housing Solutions](#).

⁴¹ Source: [Local Housing Solutions](#).

Appendix C: Public Involvement Results – Community Feedback on Draft Housing Action Plan

As a part of the process to gain community input on a new Housing Action Plan for the City of Redmond, an online questionnaire was opened from January 8-31, 2021. The time for people to participate in the questionnaire was extended to three weeks to ensure people had ample time to participate. Participants could skip questions they did not wish to answer. The questionnaire took approximately 10 minutes to fill out and included seven questions.

Community members were asked to provide their input on several key themes associated with the draft City of Redmond Housing Action Plan (released in early January 2021). This qualitative information is important since it allows stakeholders to participate on their own terms, values lived experiences, and informs and enhances decision-making. Along with the questionnaire, the draft plan was posted on the project website to help describe the proposed strategies and actions. As a part of this effort to solicit feedback on the draft Housing Action Plan, the project team provided a few project updates through the City e-news and invited input directly from stakeholders who had participated in previously held focus groups or interviews, before the plan was drafted.

In total, there were 211 visitors to the questionnaire and 150 responses. The results from the second questionnaire augments previously collected input collected during earlier stages of the project. Overall, this public input will help build an improved understanding of common themes and the range of community values and priorities associated with housing. Of those who responded:

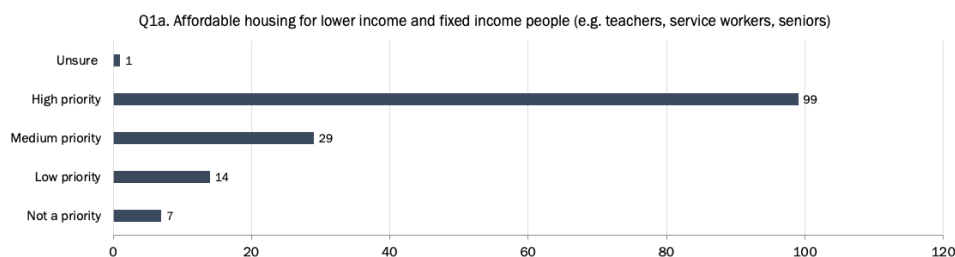
- 60 percent (or 89 persons) owned a home in the Redmond
- 17 percent of respondents were renters
- 23 percent said they did not own or rent a home in Redmond.

Summary of Community Feedback

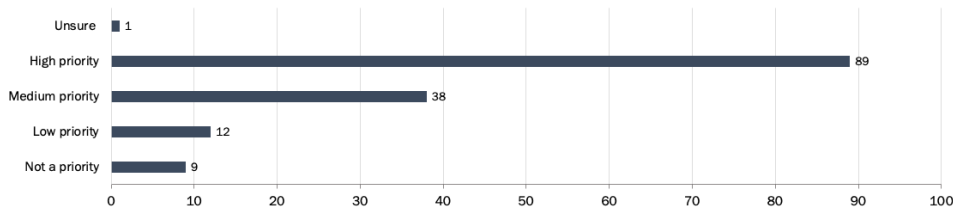
Priority of Housing Types

The Redmond community was asked to prioritize the level of importance that the City of Redmond should place towards creating more housing—especially different types of housing. Providing affordable housing for lower-income households and working-class people like teachers and service workers was overwhelmingly ranked as a high priority.

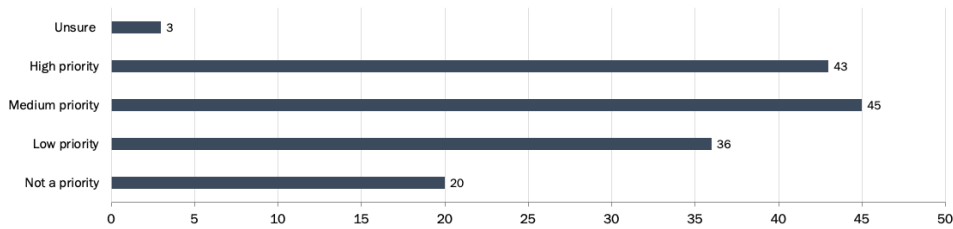
Homeownership is of high importance to the Redmond community since a majority of respondents deemed housing choice and diversity of housing types, a high priority. The community respondents also ranked housing choices near transit and town centers highly.



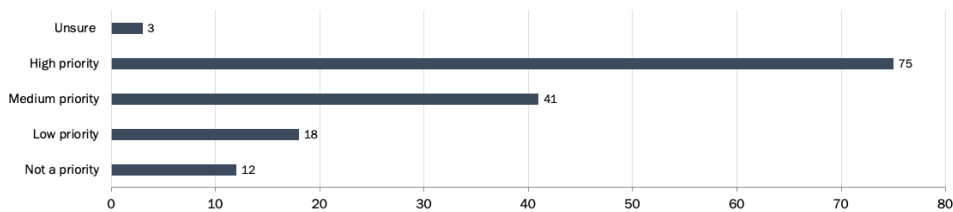
Q1b. Housing choices and housing diversity (variety for different household incomes and sizes, life stages of people, family sizes, and community location needs)



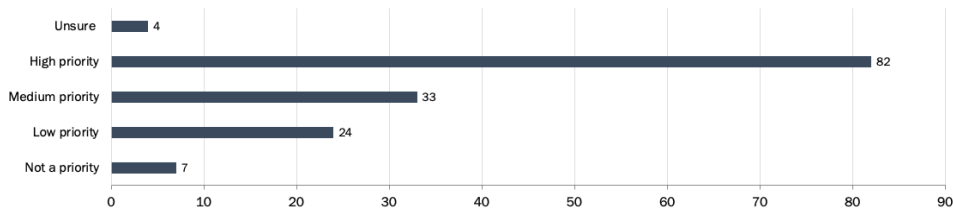
Q1c. Housing production – more units of any kind built to better keep pace with the number of jobs in Redmond



Q1d. Housing options for the range of income earners within walking distance of transit stations/services and town centers



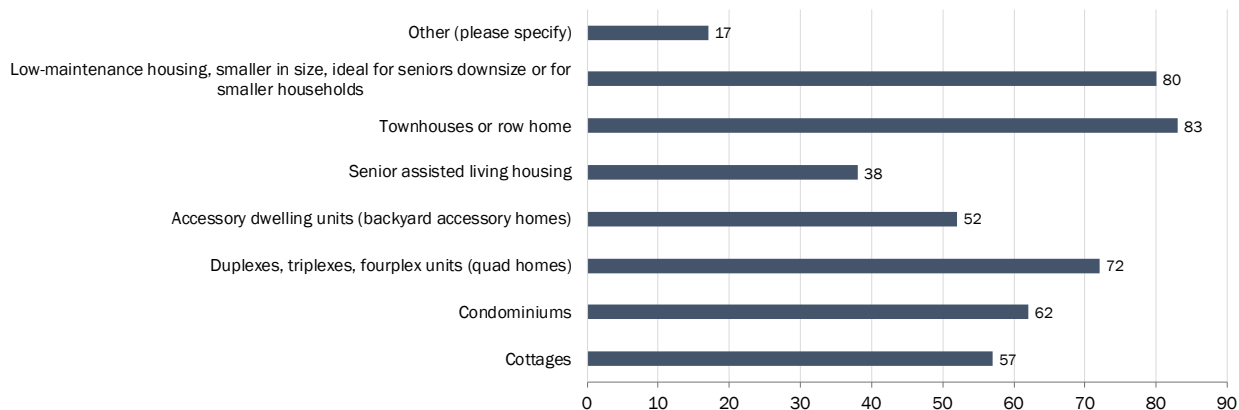
Q1e. More home-ownership opportunities for those who are not high-income, including moderate to middle-income earners and those wanting to purchase affordable starter homes



Missing Middle Housing Preference

Q2. Redmond community members expressed an interest in more and different types of housing. This is sometimes referred to as missing middle housing – housing variety beyond just single-family homes or apartment buildings. Which of the following housing types are most needed in Redmond? (Select as many options that apply).

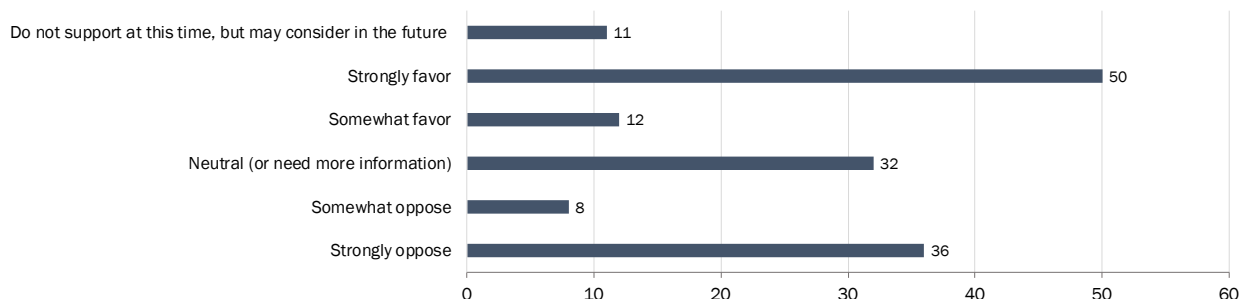
The results from Q2 indicate strong support for greater housing choices and broader diversity of housing types. In a follow-up question, the Redmond community was asked what type of housing is most needed in the City. The respondents overwhelmingly supported the idea of having more townhomes, smaller low-maintenance housing for seniors and small families, and a variety of attached housing like duplexes, triplexes, and quadplexes. To a lesser extent, condominiums, cottage clusters, ADUs, and senior living housing were also supported by the community. The respondents also described a need for smaller housing types such as tiny homes, and micro-housing.



Support for Funding Affordable Housing

Q3. One strategy some communities have used is a Housing Levy. A Housing Levy is a property tax that must be approved by a majority of voters and can be no more than \$.50 per \$1,000 for up to 10 years before it must be reauthorized by voters. The City must have a financing plan for this money and the funds must be used to support the lowest income households in the community (e.g., Those making 50% or less of the King County median income). Please check the box that most appropriately summarizes your sentiment for pursuing such a public vote:

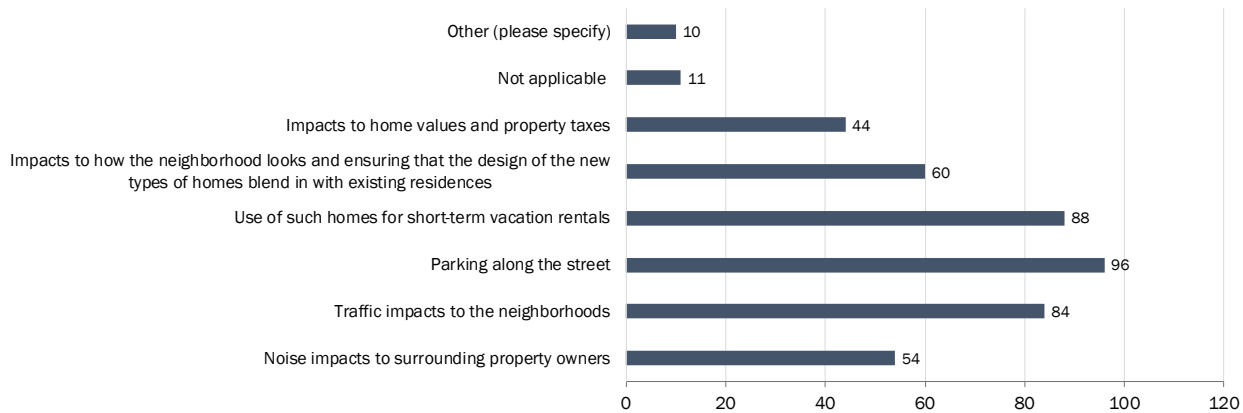
When asked if they would support a Housing Levy which would use property tax money to fund affordable housing, about 42 percent of respondents said they favor a Housing Levy, while 29 percent oppose it, and another 29 percent are neutral or not ready right now but could consider a levy in the future.



Community Concerns for more Housing

Q4. One strategy the City is considering is making it easier to introduce backyard homes, duplexes, triplexes, and accessory dwelling units in existing neighborhoods. These housing types provide options for community members, create a more balanced community by providing a range of choices for different income levels throughout the community, allow for mother-in-law units or student housing, and provide opportunities for extra income to property owners. What neighborhood impacts should the City be concerned with for this approach? (Select as many options that apply).

While the Redmond community supports creating more housing that is affordable to a wide range of households with different incomes and different housing types, there are impacts that the community would like to be addressed in neighborhoods integrating different types of missing middle housing. The top two impacts recognized by respondents were traffic impacts to neighborhoods and impacts associated with parking along the street. In addition, respondents were concerned about the potential short-term vacation rental use of these homes.



Barriers to Accessory Dwelling Unit Development

Homeowners in Redmond were asked to identify barriers preventing them from developing an accessory dwelling unit (ADU) on their property. Homeowners who were interested in building an ADU identified their main barrier as being associated with navigating the City's development code to designing an ADU that adheres to the development requirements. Another barrier identified by homeowners was simply the need to gain more information about ADU's in general and understand the benefits and challenges of building and owning an ADU. Other factors such as needing help with the permitting process, wanting a payment plan option for utility connection and permitting fees, and wanting secure financing were cited by at least a dozen respondents. Respondents were able to select all that applied to them so it is unclear how many would consider building an ADU; however, around 50 of the homeowner respondents indicated that they would never consider building an ADU on their property.

Themes We Heard from Written Comments

The questionnaire included one open-ended question asking respondents if there was anything else, they would like to let us know, including any positives or negatives they see in the draft plan. The summarized themes outlined below were based on the synthesis of 75 written responses and four comments emailed. This summary highlights the range of perspectives and opinions about housing experiences and strategies for addressing housing needs.

- Many respondents emphasized the need for more housing diversity in Redmond to augment the supply of moderate-income housing and condominiums. Many respondents supported the construction of additional senior housing close to services.
- There are too many large, poorly designed apartment complexes in the Downtown area.
- Redmond needs more low-income affordable housing (public housing too) and more incentives to build more affordable housing (such as LIHTC).
- Redmond should promote homeownership particularly by increasing the supply of condos since this housing product type can be more affordable to more people.

- The City should reduce regulatory barriers and provide more incentives (lower impact fees, utility connection costs) for housing construction projects.
- The City should be careful with altering the character of Redmond and reducing the quality of life.
- Many pointed out that the housing prices are currently too high and increasingly becoming out of reach. Some recognized that COVID-19 has reduced their ability to pay for housing expenses.
- Several expressed support for sustainable housing construction and more parks and open spaces.
- Several respondents expressed concern about lowering parking ratios due to the spillover effects from reduced parking availability. However, a few respondents supporting reducing the parking minimums in areas close to transit (possibly including transit-oriented development).
- Several were supportive of ADUs and were interested in gaining more information. However, a few were skeptical of ADUs and backyard homes and felt they should be restricted.
- Several encouraged the City to improve the residential permitting process to make it more predictable and streamlined.
- Increase housing density to allow for more housing types needed by a broader range of people.
- Before expanding housing, need to support more transportation improvements such as reducing traffic and bringing back one-directional streets near the town center, etc.
- More housing construction should be supported as long as service impacts are mitigated and addressed. Housing density should increase near transit and in the Downtown area.
- Redmond should work on reducing discrimination.
- A few did not support the approval of an affordable Housing Levy due to repercussions associated with increased property taxes. However, some expressed support as long as the Levy was not too expensive and if it was delayed until after the possible recovery from the COVID-19 pandemic.
- Many respondents shared ideas on how to address housing concerns.
- A few respondents wanted the plan to include an action to help address the need to shelter those in a homeless situation. Specifically, they requested the inclusion of an additional implementation action to help address the need to better shelter people until additional affordable housing is available. They also requested revisions to the Zoning Code and development review fee schedule to provide a more workable approach for permitting encampments to shelter people.
- A few other themes included: Partner with nonprofits that are land trusts including community land trusts and shared equity homeownership programs to preserve affordable housing; create more permanent supportive housing for persons in homeless situations; raise building height in the Downtown area but increase building setbacks to support additional light at the street level; support cohousing apartments; and prohibit the development of segregated housing.

Email submitted 2/22/21 from stakeholder ***Excerpts***







“I believe the lack of Housing Diversity is even more acute due to COVID 19 and may not have been fully captured in the HAP draft report.”





“I would like to emphasize the negative impacts of inadequate living areas and private recreational spaces in the multigenerational families of Redmond as indicated in the HAP statements:...”




“I recommend Redmond to remove “distance disqualification from Down Town and Overlake” from Comprehensive Plan LU-36 language by deleting “In or near Downtown or Overlake in support of Redmond centers””.





“I recommend considering several options to encourage development of Middle Housing, as a spot rezone may not be enough incentive, including but not limited to making Middle Housing Affordable Units optional, increase the AMI to 120%, from the current 80% and decrease Affordable Unit ratio.”









Appendix D: Detailed Implementation Plan


Recommended Actions	Redmond 2050	Implementation Timeframe Short-term: 1 year (2021-2022) Medium Term: 2-3 years (completed by 2024) Long-Term: 4-5 years (completed 2026)	Who	City Resources: Staff	City Resources: Investment and Professional Services	Considerations and Next Steps, Challenges	Regulatory Impact	Staff Notes
Action 1.1. Engage with other ARCH cities on potential adoption of new revenue streams, and advocate for additional local revenue options to support affordable housing production and preservation.		Medium/Long-Term	PCD, FIN, ARCH		\$\$\$	Considerations: <ul style="list-style-type: none">Gather input, research options in more detail.Advocacy and partnership through ARCH and neighboring cities.Housing Levy would be a voter approved measure. Challenges: <ul style="list-style-type: none">Due to COVID-19 and funding needs, this action should be considered in the future.	Yes	Funding would depend on specific funding source and specific voter approved initiatives.
Action 1.2. Add criteria to the Redmond Municipal Code to allow for the consistent and predictable implementation of affordable housing impact fee waivers.	Phase I Phase II	Short/Medium-Term	PCD, FIN, ARCH		\$-\$\$	Considerations: <ul style="list-style-type: none">Explore different options for reducing impact fees with support from Finance Department	Yes	Phase I: Policy work in Housing Element Phase II: Implementation Level of funding support will depend on programmatic components and criteria
Action 1.3. Review IZ and MFTE program regulations in concert with zoning changes to consider options that create deeper affordability and/or more affordable units.	Phase I Phase II	Short/Medium-Term	PCD, ARCH		\$-\$\$	Considerations: <ul style="list-style-type: none">Review analysis findings exploring different changes to the programs and identify potential updates.Consider combining IZ and MFTE (similar to the Kirkland programs) to realize deeper levels of affordability.Evaluate potential program expansions to new areas.Build on 2021 proposed “Bridge Incentives” and improve as needed to effect outcomes	Yes	Phase I: Policy work and implementing regulations in Overlake Phase II: Further implementation in other applicable areas Consultant support may be needed for market analysis.
Action 1.4. Promote TOD and infill development integrating affordable housing development.	Phase I Phase II	Short/ Medium-Term	PCD, ARCH		\$	Considerations: <ul style="list-style-type: none">Gain guidance from the TOD Advisory Committee and PSRC, and lessons learned from neighboring communities.	Yes	Phase I: Policy work and implementing regulations in Overlake Phase II: Policy work for other TOD areas and regulatory work Consultant support may be needed for Phase II.
Action 1.5. Consider ways to incentivize increased affordable housing development. (OV and MM Incentives)	Phase I Phase II	Short/Medium-Term	PCD			Considerations: <ul style="list-style-type: none">Current structure identifies affordable housing as an additional feature and incentive – consider identifying affordable housing as a priority incentive.Consider requiring applicant to provide affordable housing at a deeper level of affordability than currently required under MFTE and Inclusionary Zoning programs.	Yes	Phase I: Policy work and implementing regulations in Overlake Phase II: Policy work and implementing regulations in Marymoor.
Action 1.6. Review and identify changes to parking regulations around light rail stations and areas of high frequency transit to	Phase I Phase II	Short/Medium-Term	PCD		\$	Considerations: <ul style="list-style-type: none">Develop specific recommendations on where and how to reform parking regulations.	Yes	Phase I: Policy work (Transportation Element) and

Recommended Actions	Redmond 2050	Implementation Timeframe Short-term: 1 year (2021-2022) Medium Term: 2-3 years (completed by 2024) Long-Term: 4-5 years (completed 2026)	Who	City Resources: Staff	City Resources: Investment and Professional Services	Considerations and Next Steps, Challenges	Regulatory Impact	Staff Notes
maximize desired uses like housing at differing affordability levels.						Challenges: Reductions to parking requirements should be made with consideration to: <ul style="list-style-type: none"> Walkability and total walk-score; Gaps in public transit (particularly for shift workers) 		implementing regulations in Overlake. Phase II: Policy and implementing regulations in other TOD areas Some consultant support may be needed for Phase II implementation work.
Action 1.7. Explore programs that promote homeownership opportunities such as working with ARCH to evaluate changes to the existing ARCH Down Payment Assistance Program.		Medium/Long Term	PCD, ARCH		\$-\$\$\$	Considerations: <ul style="list-style-type: none"> Research and evaluate different programs including cost/benefit. Focus assistance to buyers of affordable homes created through the inclusionary zoning program. 	No	Funding to support program would be through Housing Trust Fund.
						Challenges: <ul style="list-style-type: none"> Cost of home ownership makes down payment assistance costs significant to funder and homeowner The funding to support one housing unit may not be a cost-effective utilization of limited dollars. 		
Action 2.1. Evaluate payment deferral options for development fees for deeply affordable housing projects and Accessory Dwelling Units (ADUs) (e.g., utility connection fees).	Phase I	Short/Medium Term	PCD, FIN, PW			Considerations: <ul style="list-style-type: none"> Test out techniques to increase flexibility in the payment of connection fees (and others if needed)) to allow for gradual payment during the permitting process (focus on affordable housing and ADU projects). 	Yes	Phase I: Fee Payment Policy Work (Housing Element) Medium Term: Implementation
						Challenges: <ul style="list-style-type: none"> Tracking payment will represent an administrative burden to staff. 		
Action 2.2. Regularly review development review processes to identify opportunities for increased efficiencies.		Ongoing	PCD, PW, TIS		\$-\$\$	Considerations: <ul style="list-style-type: none"> Consider best practices, development community feedback and available new technology to identify opportunities to improve customer service and reduce permitting process time. 	No	Funding will be utilized for new technology, software updates, and training.
						Challenges: <ul style="list-style-type: none"> New technology requires both funding and training calling for both city investment and staff resources. 		
Action 2.3. Consider updating design standards to provide clarity and flexibility to streamline development review and achieve superior design.	Phase I Phase II	Short/Medium Term	PCD, DRB		\$-\$\$	Considerations: <ul style="list-style-type: none"> Identify minimum design standards needed to achieve desired outcomes while also promoting flexibility and superior design alternatives. 	Yes	Phase I: Policy work and implementing regulations in Overlake Phase II: Policy work DT and MM and implementing regulations Funding may be required for Phase II consultant support. Phase I funded through in 2020 budget.
						Challenges: <ul style="list-style-type: none"> Consultant partners need to work closely with City of Redmond staff to create implementable deliverables. 		

Recommended Actions	Redmond 2050	Implementation Timeframe Short-term: 1 year (2021-2022) Medium Term: 2-3 years (completed by 2024) Long-Term: 4-5 years (completed 2026)	Who	City Resources: Staff	City Resources: Investment and Professional Services	Considerations and Next Steps, Challenges	Regulatory Impact	Staff Notes
ACTIONS 3.1. Amend regulations to broaden housing options by promoting middle housing development.	Phase I Phase II Long Term	Short/Medium/Long-term	PCD		\$	<p>Considerations:</p> <ul style="list-style-type: none"> Review and amend Redmond Comprehensive Plan LU-36 Evaluate options for amending zoning regulations to facilitate missing middle housing <p>Challenges:</p> <ul style="list-style-type: none"> Evaluate zoning to allow density to ensure that single-family residential zones allow for context sensitive multiplex housing. This could be of concern to neighborhoods. Thus, it could benefit from a robust community outreach plan including education on how added density can be designed to blend into communities. Changing the zoning to allow more intense housing development can increase the chances that current residents in the affected neighborhood will be physically displaced to make way for redevelopment. Consequently, safeguards should be added to avoid and mitigate for displacements. Changes to the code require research, analysis, public involvement, dedicated staff, and may require consultant support. Limited staff capacity and budget constraints will impact the timeline for implementation. 	Yes	<p>Phase I: Policy work for LU-36 (Land Use Element).</p> <p>Phase II: Additional Land Use Element policy work and implementing regulations.</p> <p>Long Term: Review and update regulations throughout neighborhoods.</p> <p>Funding may be required for consultant support for development standards and our outreach support.</p>
Action 3.2. Promote ADU development by removing code and process barriers which may include developing pre-approved ADU plans and a new ADU development guidebook.		Long-term	PCD		\$-\$\$	<p>Considerations:</p> <ul style="list-style-type: none"> Inquire about partnering with other cities (Kirkland, Seattle), possibly submit RFP to gather designers capable of articulating ADU design plans. <p>Challenges:</p> <ul style="list-style-type: none"> Pre-approved plans do not significantly impact cost barriers. ADUs are not often affordable but do provide missing middle types and senior aging in place options. Pre-approved plans will need to be reviewed and updated annually to comply updates to IBC and Fire Code. May need to address short-term vacation rental use of ADUs. ADUs can have spillover effects in terms of parking and service and neighborhood impacts. ADUs are not often affordable but do provide missing middle types and senior aging in place options. 	Yes	Funding may be required for development of pre-approved plans.
Action 3.3. Review and amend backyard home development code to identify and eliminate barriers. Explore ways to expand this program across neighborhoods.		Medium/Long-Term	PCD		\$	<p>Challenges:</p> <ul style="list-style-type: none"> Examine regulatory amendments that would expand backyard home development and explore the trade-offs associated with the removal of the affordability and minimum average lot size requirement. Evaluate parcels and development patterns using GIS tools to see where there is potential to add backyard homes in areas where they are not currently allowed. 	Yes	Funding may be needed for consultant support.

Recommended Actions	Redmond 2050	Implementation Timeframe Short-term: 1 year (2021-2022) Medium Term: 2-3 years (completed by 2024) Long-Term: 4-5 years (completed 2026)	Who	City Resources: Staff	City Resources: Investment and Professional Services	Considerations and Next Steps, Challenges	Regulatory Impact	Staff Notes
						<ul style="list-style-type: none"> More backyard homes can have neighborhood spillover effects in terms of parking and services. 		
Action 3.4 Remove code barriers to developing a wide range of housing. The regulation updates should address duration of stay, housing affordability, impact and connection fees, parking, open space and other development standards to ensure equitable outcomes	Phase II	Medium-Term	PCD		\$	<p>Considerations:</p> <ul style="list-style-type: none"> Develop code updates for residential suites, Single Room Occupancies, and other identified housing types not addressed fully. <p>Challenges:</p> <ul style="list-style-type: none"> Consider open space, parking, and other related needs and impacts (by tenure and term of stay) to ensure equitable outcomes for residents. 	Yes	<p>Phase I: Policy work in Housing Element and Land Use Element</p> <p>Phase II: Implementing regulations.</p> <p>Funding may be needed for consultant support.</p>
Action 3.5 Advocate for revisions to state law that facilitate and support tools for advancing more home-ownership opportunities. Similarly, revise Redmond regulations to provide regulatory tools that create new opportunities for homeownership.		Ongoing/Long-Term	PCD, EXEC			<p>Considerations:</p> <ul style="list-style-type: none"> Monitor the repercussions from recently passed reform to the state's condominium liability law to identify whether additional changes should be advocated. 	Yes	
Actions 4.1. Invest in key programs and services in support of equitable access and home preservation.		Long-Term	PCD, Partners		\$\$	<p>Considerations:</p> <ul style="list-style-type: none"> Evaluate different proposed programs and the cost/benefits associated with establishing each of these different programs. Check whether there are already programs in place that could be expanded. <p>Challenges:</p> <ul style="list-style-type: none"> New programs would need to be developed and they would require staff time. Several of the ideas would require funding, grants, and community partner support. 	Yes	Funding may be required for grant match.
Actions 4.2. Evaluate funding for greater fair housing enforcement efforts, in coordination with other cities in the region, to track compliance with fair housing laws and provide technical assistance and education to local landlords and property managers.		Long-Term	PCD		\$	<p>Considerations:</p> <ul style="list-style-type: none"> The Fair Housing Center of Washington is the agency that provides fair housing tracking and compliance services because there is no funding for enforcement by a local agency. Identify what should be tracked and develop a tool to track compliance. Develop landlord education, outlining their respective rights and responsibilities and provide online resources. There may be partnership opportunities to build on analysis/studies conducted through King County, PSRC, and Fair Housing Center. <p>Challenges:</p> <ul style="list-style-type: none"> Fair Housing Center of Washington has limited funds and limited capacity because they serve many parts of the state. 	N/A	Funding may be needed to conduct a Fair Housing Study. Effective community awareness and education may require grant and funding support through non-profit partners like King County Bar Association.

Recommended Actions	Redmond 2050	Implementation Timeframe Short-term: 1 year (2021-2022) Medium Term: 2-3 years (completed by 2024) Long-Term: 4-5 years (completed 2026)	Who	City Resources: Staff	City Resources: Investment and Professional Services	Considerations and Next Steps, Challenges	Regulatory Impact	Staff Notes
Action 4.3. Provide community education in multiple languages to make education more accessible to non-English speakers. The educational opportunities proposed for this action may include tenant rights, fair housing laws, and King County Home Repair program.		Short/Medium-Term	PCD, ARCH		\$	Considerations: <ul style="list-style-type: none"> Identify education topics that would benefit the community and identify translation needs. Develop format and then develop educational materials. Collaborate with regional communities to use ARCH as a hub for information sharing. May be additional COVID-19 opportunities to support dispute resolution and rental assistance resources may be available due to end of eviction moratorium. 	N/A	Funding support to cultural-based organizations to conduct outreach.
Action 4.4. Streamline processes for people applying for rental assistance to ensure equitable access. Explore innovative technology solutions to create efficiencies.		Medium-Term	PCD, Partners	 	\$\$	Considerations: <ul style="list-style-type: none"> Explore models that centralize access to local rental assistance resources here in East King County. This could include innovative technology solutions to develop centralized online platform providing access to all the rental assistance programs in one easy-to-access place. This could also include partnerships with faith-based organizations who provide similar support. Challenges: <ul style="list-style-type: none"> Requires significant coordination among partners and resources to implement a software solution that is compliant across programs. 	N/A	Funding may be required for technological solutions and training.
Action 4.5. Advocate at state-level for eviction reforms.		Ongoing	EXEC			Considerations: <ul style="list-style-type: none"> Identify potential areas of improvement in the state law. Reach out to partner jurisdictions to find out about advocacy needs. 	N/A	
Action 5.1. Increase investments to preserve affordable housing.		Medium-Long-Term	PCD, ARCH Partners		\$\$	Challenges: <ul style="list-style-type: none"> Properties at risk for displacement should be identified and the financial feasibility of preservation should be evaluated. 	Yes	Housing Trust Fund funding
Action 5.2. Minimize and mitigate displacement of residents consistent with PSRC guidance and identify at-risk properties with low-income residents that could be candidates for future acquisition and preservation.		Medium-Term	PCD			Considerations: <ul style="list-style-type: none"> Evaluate the inclusion of a "Right-to-Return" and "Notice of Intent to Sell" policies. Expand affordable housing mapping project to include affordable housing in areas at high risk for redevelopment (per Buildable Lands) Challenges: <ul style="list-style-type: none"> Requires resources and staff time to address and monitor. It is challenging to detect displacement risk. 	Yes	
Action 6.1. Reach out to partners and provide help including support to increase the affordable housing development potential on suitable property owned by public agencies, faith-based, and non-profit organizations.		Medium-Term	PCD, Partners		\$	Considerations: <ul style="list-style-type: none"> Reach out to partners. Develop steps to facilitate partnerships. Consider ways to build knowledge on affordable housing through training/education and technical support. Challenges: <ul style="list-style-type: none"> Identify parcels to consider for zoning changes. 	N/A	Funding support may be needed for non-profits and faith-organizations to work with consultants, explore feasibility, and/or to kick-start projects.
Action 6.2. Advance partnerships with transit agencies to promote affordable housing development and maximize affordable		Ongoing	PCD, ARCH, Partners		\$\$	Considerations: Advance and leverage existing partnerships	N/A	Potential HTF support and fee-in-lieu support

Recommended Actions	Redmond 2050	Implementation Timeframe Short-term: 1 year (2021-2022) Medium Term: 2-3 years (completed by 2024) Long-Term: 4-5 years (completed 2026)	Who	City Resources: Staff	City Resources: Investment and Professional Services	Considerations and Next Steps, Challenges	Regulatory Impact	Staff Notes
housing production on publicly owned properties in Transit-Oriented-Development (TOD) areas.								
Action 6.3. Partner with community-based organizations and individuals most impacted by housing affordability challenges to ensure affected parties have access to and are involved in meaningful public participation in updates to housing policies and regulations.		Ongoing	PCD, Partners			<div><div>Considerations:</div><div><ul style="list-style-type: none">Explore outreach activities and determine which activities would be most feasible and effective for involving community-based organizations and individuals in housing planning.</div><div>Challenges:</div><div><ul style="list-style-type: none">Meaningful public involvement requires additional staff time, education, and more public involvement activities.</div></div>	N/A	



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

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

Council Member	Specific Request	Resolution
CM Forsythe	Requested that the title of Strategy 2 be changed to better reflect actions identified under Strategy 2. Strategy 2: Make housing easier to build.	Staff edit: Revised Strategy 2: Reduce the cost to develop housing through process improvements and increased regulatory predictability.
CM Forsythe	Request including sustainable building design standards in the Action 2.3. Action 2.3. Consider updating design standards to provide clarity and flexibility to streamline development review and achieve superior design.	Staff edit: Action 2.3... Changes to Consider: Design standards are sometimes prescriptive and complicated. Often, and in the case for Redmond, there is an effort to make design standards flexible and responsive. However, implementation problems, code ambiguities, and code conflicts cannot fully be identified and understood until full implementation is underway. Redmond needs to take lessons learned through implementation, and feedback from builders and developers, and use that information to continuously review and improve design standards to ensure that optimal outcomes and superior design is begin achieved. There should be a review on all new design standards within three years of implementation to identify needed revisions. Similarly, existing design standards should be reviewed and improved to eliminate hard to understand (and implement) components, and obstacles to design flexibility. Striking a balance between flexibility and predictability is difficult and is a necessary ongoing process. Where possible, sustainable building design options should be considered.
CM Forsythe	Could we include vacancy tax.	Director Helland indicated that, under Washington State Law that this tax authority has not been granted to jurisdictions and the Washington Supreme Court has consistently held that municipalities lack the power to tax without express statutory authority.
CM Carson	Interested also in vacancy task and expressed concern over housing not being maintained.	See above. Director Helland indicated that we could address maintenance and upkeep through other mechanisms but should take care not to inadvertently target rentals.
CM Carson	Requested a change in Action 2 title	See edit above
CM Anderson	Requested that transportation cost be identified as a contributing factor to housing cost burden – page 10.	Staff edit: Housing cost burden: A household paying more than 30 percent of their income on housing is considered “cost burdened.” The data shows that lower income households and renters are paying a much greater share of their income on housing. In fact, about 1 in 4 households are cost burdened. Those most cost-burdened are the elderly, young adults under age 24, and low-income renters. Income level is strongly tied to cost burden – in fact, those earning 30 percent of the AMI or lower (very low income) are more likely to be severely cost burdened and low-income households are mostly either severely cost-burdened or cost-burdened. ¹ This may mean trade-offs must be made between housing and other essentials, such as food, healthcare, and transportation costs.



Memorandum

Date: 3/16/2021
Meeting of: City Council

File No. AM No. 21-038
Type: Consent Item

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

Public Works	Dave Juarez	425-556-2733
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DEPARTMENT STAFF:

Public Works	Anne Dettelbach	Senior Planner
Public Works	Steve Hitch	Interim EUSD Division Manager
Public Works	Andy Rheume	Maintenance Manager

TITLE:

Approval of City of Redmond Utilities Strategic Plan

OVERVIEW STATEMENT:

City of Redmond Utilities staff developed a City of Redmond Utilities Strategic Plan. The Utilities Strategic Plan provides a roadmap that will direct utility activities through 2050. The Plan builds on the Utilities Strategic Framework that was discussed and supported by the City Council in Fall 2019. It includes a shared mission statement, six key overarching objectives, supporting strategies, and associated performance measures and targets.

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
The Utilities Strategic Plan will support implementation of the Redmond Comprehensive Plan, the City of Redmond 2021-22 Budget, the Community Strategic Plan, the Environmental Sustainability Action Plan, and the 2020 Climate Emergency Declaration. The Plan will provide guidance that informs the development of Water, Wastewater, and Stormwater Utility functional plans, and the Solid Waste Master Plan and contracts.
- **Required:**
N/A
- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

The City of Redmond Utilities Strategic Plan will guide utility work from now until 2050. The plan includes a single mission statement for all four City-run utilities, and operating principles created to complement the City's Values. It identifies six objectives that the Utilities must achieve to ensure the City continues to provide high quality utility services to the Redmond community. These include:

- Safely and responsibly manage City utility assets.
- Protect and restore the natural environment.
- Provide outstanding customer support and equitable services.
- Be the employer of choice for Utility staff.
- Coordinate City programs and processes to prepare for the future.
- Demonstrate regional leadership.

Each objective is accompanied by a set of specific strategies. There are 20 strategies in total. Each strategy includes a performance target that defines a desired outcome and a performance measure that will enable the City to evaluate our success in achieving that outcome. These strategies, performance measures and targets will be evaluated during 2021. Utility staff will provide a report to Council in early 2022 on progress toward performance targets.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**

January 2020-Community Survey on the Utilities Strategic Framework

September 2020-Community Survey on the Utilities Strategic Plan

- **Outreach Methods and Results:**

The City used the LetsConnect Redmond website to conduct the community surveys. The first survey received 200 visitors, with 40 individuals participating in the survey. The second community survey was viewed by 260 visitors and completed by 55 individuals.

- **Feedback Summary:**

Overall, feedback indicated that the Redmond community supports the Utilities' proposed Mission, key objectives, and targeted 2-year actions. Survey findings are summarized in an appendix to the Utilities Strategic Plan.

BUDGET IMPACT:

Total Cost:

Key actions to implement the Utilities Strategic Plan in the current biennium have been approved for funding as part of the adopted City of Redmond 2021-22 Budget.

Approved in current biennial budget:

☒ Yes

☐ No

☐ N/A

Budget Offer Number:

N/A

Budget Priority:

Healthy and Sustainable; Capital Investment Program

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

If yes, explain:

N/A

Funding source(s):

The Stormwater, Water, and Wastewater Utilities are funded by enterprise funds that receive their revenue from utility customers. The Solid Waste/Recycling Utility is funded by a special revenue fund that also receives its revenue from customers paying for that service.

Redmond utilities often leverage the use of State and local grants to help pay for programmatic actions and capital investments.

Budget/Funding Constraints:

N/A

☐ Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
6/9/2020	Committee of the Whole - Planning and Public Works	Receive Information
11/10/2020	Committee of the Whole - Planning and Public Works	Receive Information
1/26/2021	Study Session	Receive Information
2/9/2021	Committee of the Whole - Planning and Public Works	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

Implementation of the Utilities Strategic Plan, as supported by the approved biennial budget, is underway.

ANTICIPATED RESULT IF NOT APPROVED:

If the Utilities Strategic Plan is not approved by Council, staff will look for alternate ways to prioritize, coordinate, and focus utility actions and strategic directions.

ATTACHMENTS:

Attachment A: City Council Final Issues Matrix

Attachment B: Final Draft Utilities Strategic Plan (2/20/2021)

Redmond Utilities Strategic Plan (USP)

Final Council Issues Matrix (2/9/2021 COW Planning and Public Works Committee, 1/26/2021 Study Session topics)

Councilmember	Issue/Questions related to Updating Utilities Strategic Plan document	Staff Comment	Revise 2021 USP	2021 Work for 2022 Update to USP	Status
CM Anderson	1/26/2021: Look for opportunities to strengthen diversity, equity, and inclusion lens/focus throughout the USP (e.g., CIP equity criterion/filter)	"Welcoming" is one of the city-wide values mentioned in the Plan. (Please see page 6)	<p>2/8/2021: Staff propose modification to edit (1): (Replace "Responsible" with "Equitable" in Principles list)</p> <p>1/26/2021: Staff propose two edits to the USP to respond to this comment:</p> <ul style="list-style-type: none"> (1) Add "Equitable" to the Principles list (2) Expand the Opportunities and Challenges discussion re: "The City is becoming denser and more urban" to include a discussion of Redmond's growing diversity. 	In the coming year, we further propose to work with the Diversity, Equity, and Inclusion Manager (once hired) to revise or develop additional strategies and measures that will help advance our equity goals. We plan to share the results of these efforts with the Council in early 2022.	<p>Opened: 1/26/2021</p> <p>Closed: 2/9/2021</p>
CM Anderson	1/26/2021: Clarify/state USP update cycle, process	Staff will bring major changes (e.g., new objectives, strategies, or performance measures) to the Council for discussion prior to approval.	1/26/2021: Staff propose to add a statement at the end of the main USP document ("Implementing the Utilities Strategic Plan" section) clarifying we will "regularly review objectives, strategies, performance measures and targets and update as needed to ensure they address actions taken by the Council, complement other City-wide planning efforts, and fully realize the		<p>Opened: 1/26/2021</p> <p>Closed: 2/9/2021</p>

Councilmember	Issue/Questions related to Updating Utilities Strategic Plan document	Staff Comment	Revise 2021 USP	2021 Work for 2022 Update to USP	Status
			values and principles that anchor the Utilities' work."		
CM Forsythe	<p>2/8/2021: Look for earlier opportunities (prior to 2022 USP update) to strengthen USP alignment with Environmental Sustainability Action Plan and the October 2020 Climate Emergency Declaration.</p> <p>1/26/2021: Highlight/confirm alignment with City climate and sustainability goals, the City's 2020 Climate Emergency Declaration, and Environmental Sustainability Dashboard</p>	<p>Following the 1/26/2021 Council meeting, staff met with Jenny Lybeck, Environmental Sustainability Program Manager, to look for opportunities to strengthen and align the USP with the Environmental Sustainability Action Plan, the October 2020 Climate Emergency Declaration, and the Sustainability Dashboard (currently under development). Ms. Lybeck pointed to the following USP sections as areas of "direct support and alignment with the ESAP":</p> <ul style="list-style-type: none"> - Objective 4 – Protect and Restore the Natural Environment, Strategies 5-10 - Objective 5 – Coordinate City Programs and Processes to Prepare for the Future, Strategy 18 	<p>1/26/2021: Staff propose to revise the Opportunities and Challenges section related to climate change to acknowledge the Climate Emergency Declaration.</p>	<p>2/8/2021: Utilities staff continue to collaborate with Environmental Sustainability staff to develop and implement programs that help realize the ESAP and October 2020 Climate Emergency Declaration. Several actions are built into 2021 Utilities workplans (e.g., Utility energy tracking, energy efficiency upgrades of pump and lift stations, climate vulnerability assessment support, resident-focused waste reduction education and outreach, waste management/reduction audits at City facilities, tree planting, temporary construction dewatering analysis, and habitat restoration.) This work does not rely on the USP (or changes to the USP) to proceed.</p> <p>1/26/2021: Council's discussion has</p>	<p>Opened: 1/26/2021</p> <p>Closed: 2/9/2021</p>

Councilmember	Issue/Questions related to Updating Utilities Strategic Plan document	Staff Comment	Revise 2021 USP	2021 Work for 2022 Update to USP	Status
		<ul style="list-style-type: none"> Objective 6 – Demonstrate Regional Leadership, Strategy 19 		prompted staff to look carefully at Strategy 18. In the coming year, we will work with Environmental Sustainability Program Manager to review (and possibly recommend replacement of) the performance measure and target. Any recommended changes to the performance measure will be presented to Council in early 2022.	
CM Kritzer	<p>2/8/2021: Look for other opportunities to expand strategy to integrate clean energy.</p> <p>1/26/2021: Please confirm that the green fleet target in Strategy 19 is aligned with the current plan (following adoption of the Emergency Declaration)</p>	Jenny Lybeck, Environmental Sustainability Program Manager, is awaiting a consultant analysis that will impact this target. Once that analysis is complete, the green fleet target will be updated (to better advance the City's 2030 Carbon Neutral goal).	No change to USP at this time.	<p>2/8/2021: Clean energy strategies and opportunities will be incorporated into the review of Strategy 19 in 2021. Actions are already ongoing.</p> <p>1/26/2021: As part of an overall review of the USP, staff will also explore opportunities to expand Strategy 19 to focus on overall resource efficiency (water, energy, and fuel). This update will be presented to Council in early 2022.</p>	<p>Opened: 1/26/2021</p> <p>Closed: 2/9/2021</p>

Councilmember	Issue/Questions related to Updating Utilities Strategic Plan document	Staff Comment	Revise 2021 USP	2021 Work for 2022 Update to USP	Status
CM Forsythe	Are there any policies/issues that Council will be asked to revise/update in light of USP directions/priorities	At this time, no specific policy directives or issues that require Council attention have been identified. As the Utilities implement actions to realize the USP, we anticipate that such issues will arise and will work through the normal Council process to bring those items forward.	No change to USP proposed.		Opened: 1/26/2021 Closed: 2/9/2021
CM Fields	2/8/2021: (How) does the USP coordinate with the Community Strategic Plan (prepared by Council)?	As part of the USP preparation process, staff reviewed both versions of the CSP (October 2019 and August 2020 revision) to highlight areas of overlap and, as needed, address any differences or conflicts. For example, several strategy statements appear in both documents (e.g., translate priority messages into top languages). As well, numerous performance measures and/or targets are fully aligned (e.g., related to waste diversion rates (70% diversion by 2030) and	No change to USP proposed.	Any updated CSP (or other city strategic planning) documents will be consulted as part of regular USP updates to ensure consistency among these various strategic plans.	Opened: 1/26/2021 Closed: 2/9/2021

Councilmember	Issue/Questions related to Updating Utilities Strategic Plan document	Staff Comment	Revise 2021 USP	2021 Work for 2022 Update to USP	Status
		stream recovery (four streams achieve a “fair/good” BIBI score by 2050, or number of sanitary sewer overflows). Finally, staff worked to reflect the CSP terminology and document structure in the USP as a way to establish a similar look-and-feel among such strategic planning documents.			
CM Kritzer	1/26/2021: Identify specific actions to reduce cross-contamination among wastestreams (Strategy 8)	Solid Waste Program staff report that, as in other jurisdictions, contamination is most prevalent in Redmond’s multifamily recycling stream – in particular, from plastic bags filled with materials placed directly in the recycling bin. To address plastic bag contamination at apartments and condos, City staff work with Waste Management (WM) and consultants to provide multilingual educational resources, technical assistance and durable tools for residents. For example, recycling bags are offered as a free	No change to USP proposed.		Opened: 1/26/2021 Closed: 2/9/2021

Councilmember	Issue/Questions related to Updating Utilities Strategic Plan document	Staff Comment	Revise 2021 USP	2021 Work for 2022 Update to USP	Status
		<p>alternative to collect recyclables at home. We are currently gathering information from 50+ multifamily complexes in Redmond to inform new code related to how much and what kind of space is needed for successful waste management/recycling at new multifamily developments.</p> <p>Contamination in the commercial sector is less widespread. WM's "Smart Truck" technology installed on trucks monitors contamination in recycling carts and provides a monthly report to the City. Where repeat instances of contamination do arise, WM and consultants work at the City's direction to address the source.</p> <p>Notably, contamination levels are lowest in Redmond's residential sector, where WM and the City partner to</p>			

Councilmember	Issue/Questions related to Updating Utilities Strategic Plan document	Staff Comment	Revise 2021 USP	2021 Work for 2022 Update to USP	Status
		<p>address issues on an individual account basis, using a combination of tags on carts and direct communication with residents.</p> <p>Additional activities are planned in 2021 and beyond, including a series of classes focused around waste reduction/sustainable living that will also touch on this topic.</p>			
CM Kritzer	Consideration of/concern about affordability, and Redmond's utility rates (with focus on water)	<p>To follow up on Councilmember questions related to utility rates, staff reached out to neighboring jurisdictions that had undergone rate studies in recent years. A Seattle Public Utilities (SPU) review of water utility rates indicates that, among SPU's wholesale customers, Redmond's average monthly water bills rank among the lowest of 25 respondents for all residential (low, medium, and high) water utility customers.</p>	No change to USP proposed.		<p>Opened: 1/26/2021</p> <p>Closed: 2/9/2021</p>

Councilmember	Issue/Questions related to Updating Utilities Strategic Plan document	Staff Comment	Revise 2021 USP	2021 Work for 2022 Update to USP	Status
		<p>Furthermore, Redmond's average monthly residential water bill (for utility customers with average consumption rates) is the absolute lowest of the 25 utilities responding to the survey. The City of Redmond's water costs are lower than most, due to our use of municipal wells. Utilities that don't have municipal wells (including the Novelty Hill area, outside city limits but served by the city) have higher costs.</p> <p>A quick review of Newcastle's recent stormwater utility rate study shows that Redmond's annual base residential stormwater utility rate is in the lower half of all responding communities.</p> <p>Each Utility performs rate studies to assess the capital and operation needs to deliver utility services and determine what</p>			

Councilmember	Issue/Questions related to Updating Utilities Strategic Plan document	Staff Comment	Revise 2021 USP	2021 Work for 2022 Update to USP	Status
		<p>utility rates are needed to meet the appropriate level of service.</p> <p>There are discounts to utility bills for low-income senior citizen and/or disabled rate payers.</p> <p>We would be happy to share with the Council either of the rate studies referenced above.</p>			

City of Redmond

Utilities Strategic Plan

DRAFT



Redmond
WASHINGTON

Sammamish River at
NE 85th Street Bridge, Redmond



A Message from Public Works Director Dave Juarez

The City of Redmond operates four utilities that provide essential services to people who live, work, and visit our city. The Water Utility provides high-quality and abundant drinking water. The Wastewater Utility safely conveys sewage to King County's treatment plant. The Stormwater Utility prevents flooding and protects and sustains local streams. Finally, the Solid Waste and Recycling Program manages the collection of solid waste and recycling for the City. Across the Utilities, we strive to provide exceptional customer service to the community.

This Utilities Strategic Plan lays out 20 strategies to improve City-run utility services looking forward from now until 2050. The Plan addresses opportunities and challenges in our community, sets priorities for the Utilities, and offers examples of specific near-term implementation actions the City will take over the next two years.

Providing utility services relies on the knowledge and experience of staff who work throughout the City. People in Public Works, Planning, Technology and Information Services, and Finance Departments engage in an impressive variety of daily tasks—everything from cleaning sewer lines, to reviewing utility plans for construction sites, to restoring salmon habitat—to ensure the City functions in a safe, cost-effective, and efficient manner. Our staff take pride in their work and understand the importance of what we do. This Strategic Plan will help ensure that our work continues to move Redmond's Vision forward by creating a community where all people have access to high-quality utility services, businesses can thrive, and current and future generations can enjoy a healthy environment.

With appreciation,

David Juarez, Public Works Director
djuarez@redmond.gov

**In 2019, Redmond's
wells delivered over
one billion gallons
of drinking water to
utility customers.**



Downtown Park, Redmond

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Introduction

The City of Redmond’s Water, Wastewater, Solid Waste and Recycling, and Stormwater Utilities build, operate and maintain City infrastructure and run programs that supply clean drinking water, safely remove and manage waste, and protect property, human health and the environment. We operate throughout the City (and, for water and wastewater, in the Redmond Ridge and Trilogy Urban Planned Developments within the Novelty Hill area) and depend on staff in Redmond’s Public Works, Planning, Technology and Information Services, and Finance Departments.

This Utilities Strategic Plan (USP) details priorities for the City’s four Utilities looking forward to 2050. It was created with input from City staff, the Redmond City Council, and the broader Redmond community. The Utilities seek to align this USP with other efforts within the City, including the Community Strategic Plan, the Comprehensive Plan, biennial Citizen Survey results, the 2020 Environmental Sustainability Action Plan (ESAP), and Utility-specific functional plans. The purpose of this Plan is to ensure that the Utilities operate efficiently and effectively in a way that meets and anticipates the needs of utility rate payers and the Redmond community.



In 2019, Redmond’s business inspectors offered direct stormwater pollution prevention support to 150 businesses.



Mission

City of Redmond's Utilities provide the Redmond community with reliable, safe, and resilient utility services and programs that protect and sustain our natural environment and quality of life.

Shared Values and Principles

The Utilities strive to embody established City-wide values:

- Commitment to Service
- Integrity
- Accountability
- Welcoming

We endeavor to operate Utilities that are:

- Reliable
- Equitable
- Efficient
- Sustainable
- Resilient
- Collaborative

Opportunities and Challenges

Redmond is home to diverse residential and business communities and vital natural resources. Our Utilities deliver outstanding, cost-effective utility services. To maintain these levels of service in a changing world, we must innovate and adjust operations and programs. During the strategic planning process, staff from across the Utilities identified challenges and opportunities that drive our work.

- **The City is becoming denser, more urban, and more diverse.**

As Redmond continues to grow, the Utilities will need to adapt design standards and operations to land development patterns. At all times, we must work to provide equitable services across all our neighborhoods.

- **Climate change will affect how the City delivers utility services.**

We expect drier summers and more intense winter storms in the coming decades. These changes will directly impact regional drinking water supply and stormwater management practices. As stewards of the environment, the City must take action to minimize the Utilities' climate impacts and work in concert with the 2020 ESAP and Climate Emergency Declaration.

- **Our workforce is highly dynamic.**

Before experienced Utilities' staff retire or move on, it is essential to harness that knowledge gained through years of experience. Similarly, we must work to ensure that all employees have the resources they need to build upon this knowledge, along with opportunities to expand their skill sets. Finally, we must operate Utilities that attract high-quality job applicants.

- **Technology is changing.**

The City's asset management program, use of real-time systems management tools, adoption of in-the-field data capture and entry systems, and other innovative technologies offer us new ways to gather information and optimize management of utility systems.

- **Planning and engineering activities for the Utilities are now managed by one division.**

Our new organizational structure creates opportunities to improve coordination and run more a more resilient utilities network.

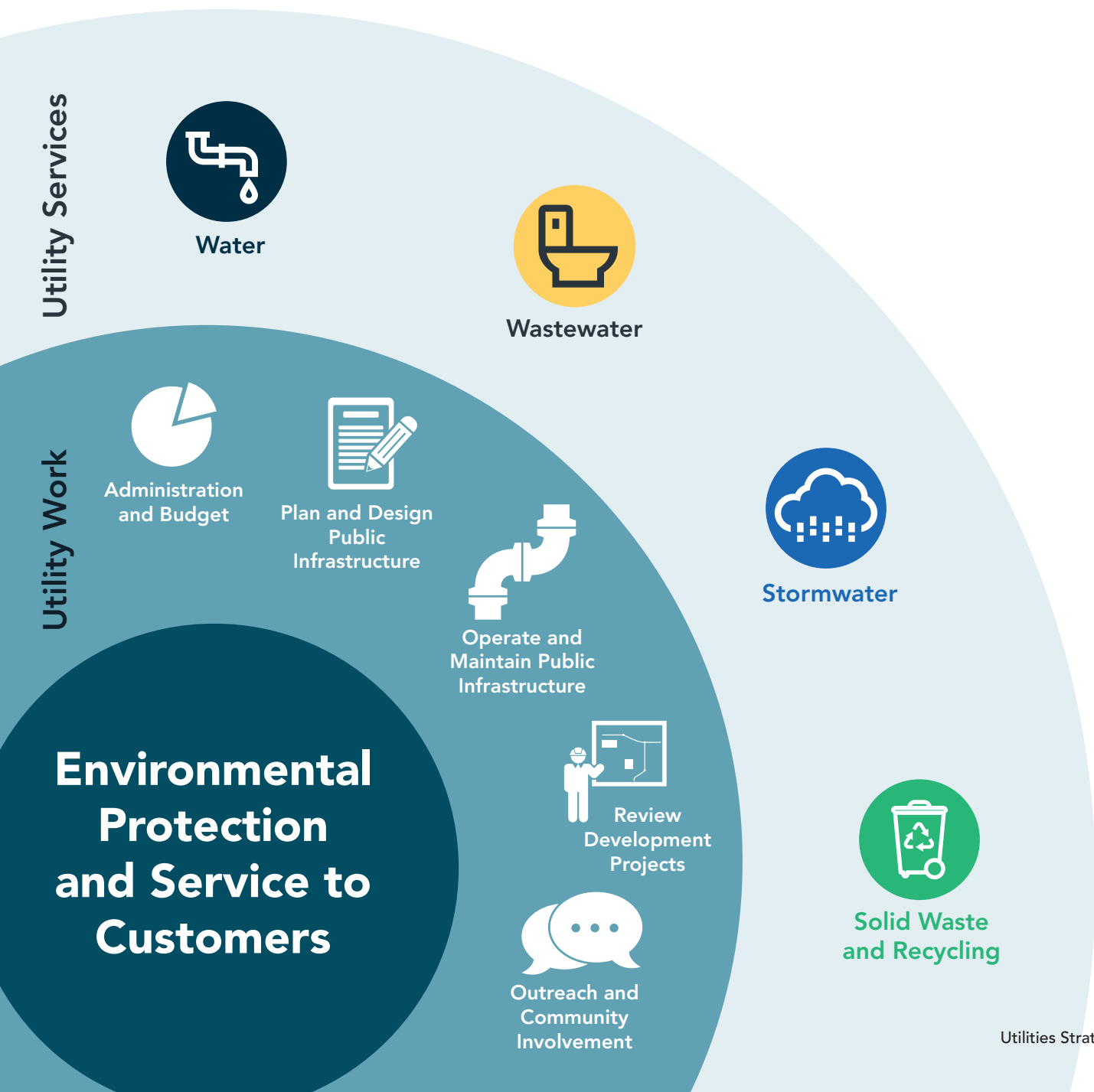
How Redmond Utilities Work

Redmond's Utilities provide essential services to the people who live, visit, and work in our community. Delivering utility services to our customers requires the efforts of many people, with different talents, working collaboratively throughout the City. This work is often hidden, yet critically important to the successful operation of our City.

Redmond's Utilities staff work every day to meet the local, state and federal regulations that set standards and operational guidelines for things such as: drinking water quality; the security of our drinking water system; stormwater runoff management; water quality in our lakes, rivers, and streams; conserving threatened salmon

populations; managing garbage, recycling, yard debris, and food scraps; and the design of our sanitary sewer facilities. In all cases, Redmond's Utilities meet our regulatory obligations. When it is in the community's best interest, the City exceeds regulatory standards.

Our work encompasses several overlapping functions: utility system and related project design, review, installation, and oversight; infrastructure operation, maintenance, repair, and replacement; data collection, analysis, and reporting; community outreach and engagement; financial management; and system planning to prepare for future conditions. The following diagram provides an overview of key functions across the Utilities.



Redmond's Utility Program Highlights



Stormwater crew members perform regular maintenance on the Redmond Way Water Quality Facility.

STORMWATER – Provide flood prevention and protection and enhancement of streams and related habitat.

- Redmond's Stormwater Utility takes care of more than 323 miles of City-owned pipes, 11,000+ catch basins, and more than 400 stormwater ponds, vaults, and other stormwater management facilities.
- The Redmond Stormwater Utility manages 11 billion gallons of rain that falls on Redmond in an average year* to prevent flooding and protect local streams. (**Estimate based on the average of 40 inches of rain per year and the 16-square-mile area encompassed by Redmond.*)
- Redmond is home to more than 50 miles of streams, in addition to two major creeks (Bear and Evans), the Sammamish River, and Lake Sammamish. Chinook, sockeye, coho salmon, and other native fish and wildlife call Redmond home.
- Redmond's Illicit Discharge Detection and Elimination Program investigates all reports of illegal discharges or connections to the City's stormwater or receiving water networks. On an average year, City staff may respond to 200+ reports.

Redmond's Solid Waste and Recycling Program provides garbage, recycling, and yard waste/composting support to 13,000+ houses, 125+ multi-family residential properties, and 775 commercial accounts.

Redmond's Utility Program Highlights *(continued)*

WASTEWATER – Provide safe and sanitary collection and conveyance of wastewater to the King County regional treatment system.

- Redmond's Wastewater Utility has more than 16,000 sanitary sewer connections.
- The Wastewater Utility actively inspects and cleans more than 233 miles of pipes every seven years.
- The Wastewater Utility routinely inspects and cleans 7,336 manholes.
- Redmond's Wastewater Utility operates 22 wastewater lift stations. City personnel clean these lift stations on a monthly schedule.

WATER – Provide safe, reliable drinking water and fire protection.

- Redmond's Water Utility supplies water to more than 19,500 businesses, houses, and multifamily units.
- The Water Utility delivers 35-40% of Redmond's drinking water from groundwater. Neighborhoods east of Lake Sammamish and the Sammamish River are primarily served by groundwater delivered from the City's own drinking water supply.
- Every week, Redmond's Water Utility personnel sample drinking water at 26 locations to test for taste and quality.
- Redmond manages a groundwater monitoring network of 96 wells throughout the City.
- The Water Utility operates and maintains 333 miles of water main and 12,650 water main valves (also called isolation valves).
- The Water Utility personnel inspect and maintain 4,150 fire hydrants.
- Redmond's Water Utility operates seven reservoirs and shares maintenance responsibility for three joint-use reservoirs with neighboring cities.
- The Water Utility operates three City-owned pump stations and jointly operates three more pump stations with neighboring cities.
- The Cross Connection Control Program oversees compliance for 7,395 backflow assemblies to help protect the City's potable water supply (drinking water) from contamination.

SOLID WASTE AND RECYCLING – Provide safe and reliable solid waste collection and recycling services.

- Redmond's Solid Waste and Recycling Program provides garbage, recycling, and yard waste/composting technical assistance and support to 13,000+ single-family residences, 125+ multifamily residential properties, and 775 commercial accounts.
- The Solid Waste and Recycling Program actively maintains a searchable database listing over 400 items and options for how to recycle or dispose of them. On average, Redmond customers access this database 5,500 times each year. See: [redmond.gov/389/Garbage-Recycling](https://www.redmond.gov/389/Garbage-Recycling)
- From 2015-2020, the average city-wide recycling rate was 46%, with improving trends each year.
- More than 200 businesses and apartments/condo complexes have participated in Redmond's food waste collection program since it was launched in 2006. This includes 12 schools, Redmond Town Center, 30+ apartment/condo complexes, a senior living community, the farmer's market, a food bank, and 11 City facilities.

CROSS-UTILITY

- Redmond's Utility Billing Department responds to, on average, 28 phone calls every workday. In 2019, Utility Billing also received 7,600 email customer service inquiries.
- In 2019, City engineers and planners reviewed almost 90 private development proposals.



Washington Conservation Corps members conduct streambank restoration work.

Six Objectives and 20 Strategies for 2050

During strategic planning conversations, six objectives arose again and again among the City staff working across the four Utilities. These objectives highlight areas of our work where we must focus to maintain current service levels and fulfill our mission.

- Safely and responsibly manage City utility assets
- Protect and restore the natural environment
- Provide outstanding customer support and equitable services
- Be the employer of choice for Utility staff
- Coordinate City programs and processes to prepare for the future
- Demonstrate regional leadership

Utilities staff identified a number of strategies to support each of the USP objectives. Many of the 20 strategies shown below pertain to all four Utilities (Wastewater, Water, Stormwater, and Solid Waste and Recycling). Others are specific to only one or a subset of Utilities. An icon next to each strategy identifies which Utilities it supports.



Wastewater



Water



Stormwater



**Solid Waste
and Recycling**

We have purposefully selected strategies that directly tackle the major challenges and opportunities the Utilities will likely face to fulfill our obligations to our customers and to support the City of Redmond's Vision. We consciously targeted actions that are within the Utilities' control and that are achievable. While implementing these strategies will be a stretch for the Utilities, we are confident that with the right tools and resources, with careful planning, and by working together, we can accomplish all of them by 2050.



**Redmond
construction site
inspectors logged
more than 5,100
utility inspections
in 2019 at new and
redeveloped sites.**



Peters Creek, a tributary to the Sammamish River, collects runoff from 1,045 acres of land in Redmond

OBJECTIVE 1

SAFELY AND RESPONSIBLY MANAGE CITY UTILITY ASSETS

STRATEGY 1

Minimize the number and duration of unplanned utility service disruptions

BACKGROUND

It takes a host of coordinated efforts to ensure our customers receive uninterrupted utility services. To reduce service outages, the City: ensures buildings and infrastructure are built to City standards; operates business and residential pollution prevention programs; oversees contracts with outside service providers; and inspects, assesses, cleans, repairs, and replaces infrastructure. When it is necessary to interrupt services to respond to an emergency, expand services, or repair infrastructure, the City notifies affected customers and strives to minimize disruptions to service.

TARGET

In a given year, aging city infrastructure or maintenance issues contribute to no more than:

- One road closure associated with storm-related flooding events
- Six water main breaks per 100 miles of pipe
- One sanitary sewer overflow

MEASURE

Score Card detailing number of unplanned utility disruptions (and time needed to restore service):

- Number and duration of arterial road closures due to storm-related flooding
- Number of water main breaks per mile of pipe
- Number of sanitary sewer overflows from the publicly owned sanitary sewer system

UTILITIES SUPPORTED



STRATEGY 2

Identify, leverage, implement, and support technologies to increase operational efficiency and effectiveness

BACKGROUND

While Redmond is known worldwide as the headquarters for multi-national technology companies, as a City we can do more to leverage the use of technology to wisely manage our utility infrastructure. Staff stay informed of innovations related to municipal utility management and evaluate new technologies. By deploying the right technology in the right ways, data collected by Utilities staff can inform decisions regarding utility systems maintenance, replacement, expansion, and upgrades.

TARGET

100% of stormwater pipes (used for conveying stormwater) are inspected using Closed Circuit TV (CCTV) every 10 years. 100% of wastewater pipes are inspected every seven years using CCTV.

MEASURE

Percentage of stormwater pipes inspected using CCTV; percentage of wastewater pipes inspected using CCTV

UTILITIES SUPPORTED



OBJECTIVE 1

SAFELY AND RESPONSIBLY MANAGE CITY UTILITY ASSETS

STRATEGY 3

Prepare for and respond to City-wide emergencies

BACKGROUND

Redmond's Utilities play a critical role in the City's response to flooding, windstorms, earthquakes, public health emergencies, and other urgent situations. When there is an emergency, Utility staff need rapid access to the critical resources and information necessary to respond. The Public Work Emergency Response Plan details how Redmond's Utilities prepare for emergency situations, coordinate with the City's Emergency Response Center during events, and help the community return to normalcy after such events.

TARGET

Annually review Public Works Emergency Response Plan and utility-specific plans and update as appropriate.

MEASURE

Status of the Public Works Emergency Response Plan and utility-specific plans

UTILITIES SUPPORTED



STRATEGY 4

Cultivate a safe and healthy working environment

BACKGROUND

Building, operating, and maintaining public infrastructure correctly requires staff to follow safety protocols and procedures. The City is committed to ensuring that required safety programs and best practices are in place, and that all staff have the equipment and knowhow to safely conduct their work.

TARGET

No workplace incidents or accidents resulting in time-loss.

MEASURE

Number of workplace incidents or accidents resulting in time-loss

UTILITIES SUPPORTED



OBJECTIVE 2

PROTECT AND RESTORE THE NATURAL ENVIRONMENT

STRATEGY 5

Protect and restore degraded stream and wildlife habitat

BACKGROUND

Redmond strives to protect and restore stream and wetland areas that are important habitats for salmon and other native wildlife. In Redmond, stream health is defined by a standard assessment method called the “Benthic Index of Biotic Integrity (BIBI).” A “fair/good” BIBI score indicates a rich and diverse bug community, an important indicator of healthy stream habitat. “Restoring” means working in streams and in the drainage areas that surround and feed them. Activities to advance this strategy include: building facilities that control and treat stormwater runoff; adding woody material to streams; planting native plants; removing invasive weeds; removing barriers to fish movement; and offering education and technical assistance focused on pollution prevention.

TARGET

Four urban streams achieve a BIBI score of “fair/good” or better by 2050.

MEASURE

Benthic Index of Biotic Integrity (BIBI) scores

UTILITIES SUPPORTED



STRATEGY 6

Eliminate high priority septic systems within City’s wastewater service area

BACKGROUND

Septic system failures can threaten human health and impair streams, ponds, lakes, and ground water (an important drinking water source) health by introducing harmful bacteria, pathogens, and other unwanted chemicals to the natural environment. The City is especially concerned about eliminating high-priority septic systems. These may include failing or aging septic systems, commercial/industrial septic systems, and those located in Critical Aquifer Recharge Areas or near streams in priority watersheds.

TARGET

Zero high-priority septic systems are in use within City limits by 2050.

MEASURE

Number of high-priority septic systems remaining in City limits

UTILITIES SUPPORTED



STRATEGY 7

Reduce the amount of garbage Redmond residents, businesses, and city facilities send to the landfill each year

BACKGROUND

Redmond aims to minimize the amount of garbage going to the landfill and, instead, to recycle and compost as much as possible. Our Solid Waste and Recycling Program staff work with residential and business customers, the City’s solid waste contractor, and our regional partners to promote daily practices that support this goal.

TARGET

Achieve a 70% diversion rate city-wide by 2030.

MEASURE

The percentage of materials diverted from landfill (=recycling+compost)

UTILITIES SUPPORTED



OBJECTIVE 2

PROTECT AND RESTORE THE NATURAL ENVIRONMENT

STRATEGY 8

Reduce “cross-contamination” within garbage, recycling, and compost waste streams

BACKGROUND

When garbage is placed in a recycling or compost bin, it can “contaminate” an entire load of collected materials, making all of it garbage that must be disposed of at a landfill. To reduce the contamination rate for waste collected within Redmond, the City works with residents, businesses, the City’s solid waste contractor, and regional partners to ensure “the right item goes in the right place.”

TARGET

Achieve a contamination rate for all waste streams of less than 5% (by volume or weight) by 2040.

MEASURE

Contamination rate as measured by waste stream audits (by volume or weight) of garbage in compost, garbage in recycling and recycling or compost in garbage

UTILITIES SUPPORTED



STRATEGY 9

Responsibly manage the City’s groundwater resources

BACKGROUND

Redmond’s drinking water aquifer provides roughly 40% of Redmond’s drinking water needs. The remaining 60% comes from a regional water supplier, the Cascade Water Alliance (CWA). Using our local groundwater resource reduces the cost of drinking water for Redmond water utility customers, helps secure Redmond’s response to future water-related climate change issues, and provides a resilient local water supply if the region ever faces a large-scale emergency. Redmond manages our groundwater resources in a way that protects this resource for sustained municipal use and to supplement streamflow in local creeks and the Sammamish River.

TARGET

Fully meet water supply expectations associated with municipal wells to maintain senior membership with Cascade Water Alliance.

MEASURE

Ratio of water delivered annually from City water wells as compared to Cascade Water Alliance water supply commitments

UTILITIES SUPPORTED



STRATEGY 10

Protect the quality of drinking water delivered to our customers

BACKGROUND

Redmond is committed to supplying drinking water that is safe, reliable, and aesthetically pleasing. Redmond’s Water Utility takes numerous actions to maintain our drinking water quality. The City oversees construction activities to ensure drinking water infrastructure meets City standards, regularly inspects and maintains City-owned Water Utility infrastructure, and works with businesses to enact practices that help protect our drinking water aquifer. Each week, Redmond tests the drinking water produced at drinking water supply wells, to ensure it meets City’s standards for quality and can be distributed. Twice a year, Redmond tests groundwater samples from monitoring wells located throughout Downtown and Southeast Redmond. Monitoring well sampling enables the City to look for emerging issues that could impact the groundwater that flows to our drinking water supply wells.

TARGET

No contaminants make it into the City water distribution system.

MEASURE

Number of follow-up samples taken to address potential issues noted at semi-annual monitoring events

UTILITIES SUPPORTED



OBJECTIVE 3

PROVIDE OUTSTANDING CUSTOMER SUPPORT AND EQUITABLE SERVICES

STRATEGY 11

Provide timely and quality responses to customer service requests

BACKGROUND

Redmond's Utilities value our customers' input and concerns. When a customer contacts Redmond Utilities with a utility-specific issue, a representative from the appropriate Utility is assigned to contact the customer within 24 hours to let them know that we have received their request and to initiate a response. This service standard helps the Utilities meet customer service commitments.

TARGET

By 2025, 90% of Q-Alerts are responded to within two business days.

MEASURE

Percentage of Q-Alerts responded to within two business days

UTILITIES SUPPORTED



STRATEGY 12

Work in a manner that respects and honors diversity in Redmond

BACKGROUND

Redmond is the most diverse city in east King County. Currently, more than 80 languages are spoken here – the most common (besides English) being Spanish, Chinese, Russian, Arabic, and Hindi. For the Utilities' actions to meet the needs of our community, Utility staff must be prepared to engage a diverse spectrum of individuals who live and work here, including those who have been historically underserved by City initiatives. Translating Utility communications materials to protect people's health and safety or provide quality services to community members is one way the Utilities express our commitment to inclusiveness.

TARGET:

By 2025, all priority communications developed by the Utilities are translated (or presented) in culturally relevant ways.

MEASURE

Percentage of priority Utilities outreach/communications materials translated and made available to key audiences

UTILITIES SUPPORTED



STRATEGY 13

Manage the Utilities' fiscal resources in a responsible and strategic manner

BACKGROUND

Each year, the City undergoes a bond rating review. This process includes a complete and thorough review of the Utilities' past financial performance, funding structures, fiscal policies, and practices, and long-term planning. The City's AAA bond rating demonstrates that the Utilities' fiscal management is considered above average and provides Redmond opportunities to reduce costs associated with financing City projects.

TARGET

Stable or improving Bond rating on an annual basis.

MEASURE

The City's Bond Rating

UTILITIES SUPPORTED



OBJECTIVE 4

BE THE EMPLOYER OF CHOICE FOR REDMOND UTILITIES STAFF

Fats, oils and grease clog pipes.

Cool it. Can it. Trash it.



STRATEGY 14

Offer Utility staff easy access to professional development opportunities to advance their careers

BACKGROUND

As Utilities, we want to make sure that we have qualified internal candidates when positions open. Investing in the professional development of Utility staff improves the quality of services we provide by: making sure that team members can “step in” when other team members are unavailable; providing staff with a comprehensive view of the activities needed to run a utility; and helping ensure that institutional knowledge does not leave the City. Professional development opportunities include training, job shadowing, and mentoring.

TARGET

25% of job applicants being considered for Utilities positions come from within Utilities ranks.

MEASURE

Percentage of qualified job applicants that come from Utilities staff

UTILITIES SUPPORTED



STRATEGY 15

Show staff they are appreciated for their work

BACKGROUND

The Utilities recognize that the quality of our service delivery is maximized when the people providing these services are well supported, well managed, and feel connected to their work. Workplace satisfaction also helps reduce staff turnover. Cultivating a rewarding work environment means ensuring that people have a safe place to work, have the equipment that they need to do their job, are informed of decisions that affect their work, are acknowledged for their work, and feel that their ideas are fully considered.

TARGET

85% positive responses every year by 2025 to an annual survey sent to all Utility staff.

MEASURE

Percentage of positive responses to an annual survey questionnaire

UTILITIES SUPPORTED



OBJECTIVE 5

COORDINATE CITY PROGRAMS AND PROCESSES TO PREPARE FOR THE FUTURE

STRATEGY 16

Implement Utility design standards that successfully balance the needs of dense, urban development, utility operations, and environmental protection

BACKGROUND

Redmond's design standards were established to accommodate development in a low-density, suburban environment. The City is becoming a larger, more dense community. As the City grows and development density increases, Redmond's design standards must adapt to balance utility service and capacity requirements with other City requirements e.g. street width, setbacks, tree spacing).

TARGET

By 2030, percentage of projects with approved deviations decreases by 50% from 2019 levels.

MEASURE

Number of utility deviations requested in urban centers (Downtown, Overlake, Marymoor) on an annual basis

UTILITIES SUPPORTED



STRATEGY 17

Build new City infrastructure with consideration of access and maintenance lifecycle

BACKGROUND

The City establishes detailed design standards to reflect and accommodate anticipated growth, optimize utility system performance, and respond to a dynamic environment. New development project designs—public and private—must be carefully reviewed to ensure they can be integrated into our utility systems. The City must also inspect these construction projects to confirm they are installed as designed and provide sufficient access to utility infrastructure.

TARGET

No projects are constructed with inadequate utility access.

MEASURE

Number of access design issues identified each year

UTILITIES SUPPORTED



STRATEGY 18

Prepare for and respond to climate change impacts

BACKGROUND

Climate change is predicted to alter rainfall patterns and increase the number of large, powerful storms in the Pacific Northwest. The City must implement design standards that anticipate future weather conditions, build utility infrastructure that can be expanded to meet changing climate conditions, retrofit exist facilities when necessary, and evaluate additional or alternative maintenance and operational needs.

TARGET

100% of capital projects leverage best available climate science and data by 2025.

MEASURE

Percentage of capital projects that leverage best available science

UTILITIES SUPPORTED



OBJECTIVE 6

DEMONSTRATE REGIONAL LEADERSHIP

STRATEGY 19

Reduce the energy consumption required to operate the Utilities' infrastructure, facilities, and equipment

BACKGROUND

Redmond's Utilities look for ways to reduce our energy consumption while maintaining the quality of services we deliver. This can be accomplished by such actions as: using energy efficient vehicles; selecting high-efficiency pumps and other electrical machinery; and altering our operations. These actions reduce the Utilities' carbon footprint, help plan for climate change impacts, and lower operating costs.

TARGET

50% of the Utility fleet uses green fuels by 2050.

MEASURE

Percentage of Utility fleet that uses green fuels

UTILITIES SUPPORTED



STRATEGY 20

Participate in regional efforts that can enhance the delivery of utility services and protection of the environment

BACKGROUND

Some issues are too large for Redmond to tackle alone. The City must coordinate and communicate with local, state, and federal governments, non-governmental organizations, business associations, and other potential partners to ensure that Redmond's interests are fully represented in regional, state and national dialogues. Such activities to support this strategy, could include: supporting or opposing federal or state legislation; jointly applying with other jurisdictions for state or federal grants; working with neighboring cities to coordinate education and outreach activities or establish a durable regional water supply system; working with manufacturers to find least hazardous materials or ensure products can be re-used and recycled; and ensuring that regional waste and wastewater facilities have the capacity to meet future demand.

TARGET

Staff in each of the four Utilities play leadership roles in regional forums.

MEASURE

Number of Utilities staff in leadership roles in regional forums

UTILITIES SUPPORTED



Implementing the Utilities Strategic Plan

The USP lays a foundation Redmond's Utilities can use to plan and implement Utility-specific Strategic (or Master) Plans that describe operational activities and capital investments (together, projects). As supported by the biennial budget process and priorities, these Utility-specific Master Plans will inform individual staff work plans and other management decisions.

The Utilities' ability to successfully implement the USP will be determined by regularly evaluating and reporting performance on each strategy's performance targets. This reporting will happen at least every two years, with progress being measured against 2020 baseline conditions. The USP is a living document that will change in response to these evaluations and as Utility programs mature. Utilities staff and leadership will regularly review USP objectives, strategies, and performance targets to ensure they align with actions taken by the Council, complement other City-wide planning efforts, and fully realize the values and principles that anchor our work. These updates will happen at least every two years, in coordination with USP reporting to the Council and community and the City's biennial budget process.



CONTACT INFORMATION:

redmond.gov/218/Environmental-Utility-Services

425-556-2701



*Sammamish River, looking upstream from
NE 90th Street Bridge, Redmond*

Appendix A: Utilities Strategic Plan Public Input

Redmond sought public input on the overall Utilities Strategic Plan at two points, first during the development of the draft Utilities Strategic Framework, on which the USP is based, and again during the Strategic Plan preparation phase. Both community involvement efforts were partially conducted through www.LetsConnectRedmond.com, the City’s web-platform for community outreach and involvement. The results of these efforts are summarized below. Additional public input was considered through multiple forums, including development and approval of the Utilities’ biennial budget, and at the programmatic or action level e.g. through the Environmental Sustainability Action Program Advisory Committee or Engineering Standards Stakeholders Group).

Utilities Strategic Framework Input (December 2019-January 2020)



200
VISITORS



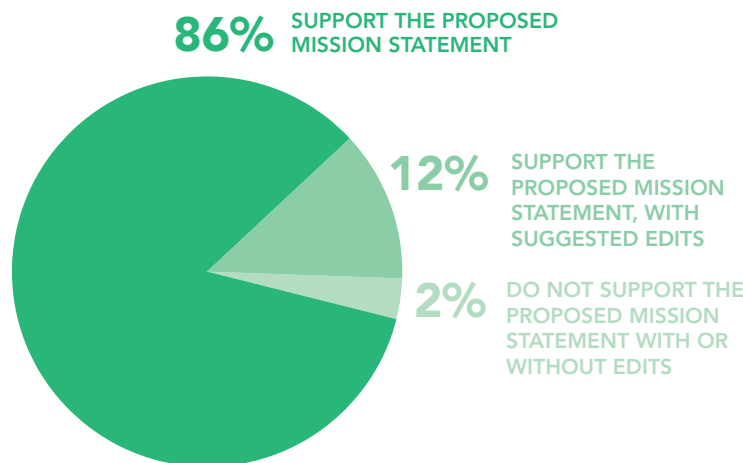
12
INDIVIDUALS DOWNLOADED
THE REPORT



65%
OF RESPONDENTS
WERE OVER AGE 50



40 COMPLETED
SURVEY RESPONSES



SUPPORT FOR OBJECTIVES TO ACHIEVE THE MISSION

Objective 1: Protect and restore the natural environment

- 97% indicated that it was important or strongly important.
- 3% indicated it was not important to achieve the Utilities’ mission.

Objective 2: Safely and responsibly manage City infrastructure

- 97% indicated that it was important or strongly important.
- 3% indicated they were unsure if this objective was important to achieve the Utilities’ mission.

Objective 3: Be the employer of choice for Redmond Utilities staff

- 36% indicated that it was important or strongly important.
- 57% indicated they were unsure if this objective was important to achieve the Utilities’ mission.
- 7% indicated it was not important to achieve the Utilities’ mission.

Objective 4: Provide outstanding customer support and equitable services

- 85% indicated that it was important or strongly important.
- 15% indicated they were unsure if this objective was important to achieve the Utilities’ mission.

Objective 5: Coordinate City programs and processes to prepare for the future

- 83% indicated that it was important or strongly important.
- 17% indicated they were unsure if this objective was important to achieve the Utilities’ mission.

Objective 6: Demonstrate regional leadership

- 46% indicated that it was important or strongly important.
- 32% indicated they were unsure if this objective was important to achieve the Utilities’ mission.
- 22% indicated it was not important to achieve the Utilities’ mission.

Utilities Strategic Plan Input (September 2020)



- More than 70% indicate they live and/or work in Redmond.
- 76% of respondents report that they socialize or play in Redmond.

THE FOLLOWING TYPES OF ACTIONS ARE SUPPORTED BY MORE THAN HALF OF THE SURVEY RESPONDENTS TO ACHIEVE THE KEY USP OBJECTIVES

Safely and responsibly manage the City Utility infrastructure

- Establish a detailed geographically based inventory of utility assets e.g. pumps, pipes, catch basins) to support maintenance, replacement, and upgrade planning.
- Invest in replacing or rebuilding sanitary sewer pump stations.
- Explore testing innovative e.g. real-time) technologies for managing stormwater, wastewater, or water utility systems.

Protect and restore the natural environment

- Increase habitat restoration efforts in Redmond streams and watersheds.
- Provide technical assistance to businesses and institutions on ways to prevent pollution from reaching Redmond's streams, wetlands, and drinking water supply.

Provide outstanding customer support and equitable services [to utility customers]

- Manage all utility customer service calls through a single point (with integrated phone and online options).
- Look for ways to improve routine and emergency communications with residential and commercial utility customers.
- Explore grants and other innovative funding sources for capital improvement projects.

PROMOTIONAL OUTREACH

- eNewsletter
- LetsConnectRedmond.com
- City website



Appendix B: Utilities Strategic Plan Performance Measures

Utilities Strategic Plan implementation progress will be tracked against the performance measures and targets described in the body of USP. At least every two years, the Utilities will report out on each Strategy's performance targets. Baseline conditions, where available, were established in January 2020 for each USP performance measure. Where baseline condition information is not available, an early action will be to develop measurement tools and information to support required reporting. In concert with the USP itself, these performance measures and targets will change over time, as the Utilities' priorities, actions, and mission evolve to meet the Redmond community's needs.

Strategy #	USP Strategy	Measure	Baseline Condition (as of 1/1/2020)	Target (2050)
Objective 1: Safely and responsibly manage City utility assets				
1	Minimize the number and duration of unplanned utility service disruptions.	Number and duration of: (1) arterial road closures due to storm-related flooding (2) water main breaks per miles of pipe, (3) sanitary sewer overflows from the publicly owned sanitary sewer system	(1) One road closure during 100 year flood in 2/2020. Road closed for about two hours. (2) Two main breaks (one caused by contractor). Time to water restored three hours. (3) Zero SSOs from public sewer main blockages in 2019	In a given year, aging city infrastructure or maintenance issues contribute to no more than: (1) one road closure associated with storm-related flooding events (2) six water main breaks per 100 miles of pipe (3) one sanitary sewer overflow.
2	Identify, leverage, implement, and support technologies to increase operational efficiency and effectiveness.	Annual percentage of stormwater pipes (8"- 24" in diameter) inspected; annual percentage of wastewater pipes inspected (using CCTV)	8.6% (stormwater)	(1) 100% of stormwater pipes inspected using Closed Circuit TV (CCTV) every 10 years. (2) 100% of wastewater pipes inspected using CCTV every seven years.
3	Prepare for and respond to emergencies.	Status of the Public Works Emergency Response Plan (ERP) and Utility-specific plans	Public Works-wide Emergency Response Plan (2019; Water System ERP under development)	Annually review and/or update Public Works ERP and utility-specific plans.
4	Cultivate a safe and healthy working environment.	Number of work place incidents or accidents resulting in time-loss	Two	No time-loss workplace incidents or accidents.
Objective 2: Protect and restore the natural environment				
5	Protect and restore degraded stream and wildlife habitat.	Benthic Index of Biotic Integrity (BIBI) scores	three streams: fair; one stream: good	Four urban streams achieve a BIBI score of "fair/good" or better by 2050.
6	Eliminate high priority septic systems within City's wastewater service area.	Number of high-priority septic systems remaining in City limits	In development	Zero high-priority septic systems are in use within City limits by 2050.
7	Reduce the amount of garbage Redmond residents, businesses, and city facilities send to the landfill each year.	The percentage of materials diverted from landfill	47% Overall (Single Family 65%, Multi-family 31%, Commercial 40%)	Achieve a 70% diversion rate City-wide by 2030.
8	Reduce "cross-contamination" within garbage, recycling, and compost waste streams.	Contamination rate as measured by waste stream audits (by volume or weight)	In development	Less than 5% contamination rate for all waste streams by 2040.
9	Responsibly manage the City's groundwater resources.	Ratio of water from City water wells vs. Cascade Water Alliance water supply during peak season	3.70/3.51	Fully meet water supply expectations associated with municipal wells to maintain senior membership with Cascade Water Alliance.
10	Protect the quality of drinking water delivered to our customers.	Number of follow-up samples taken at semi-annual monitoring events	none in 2019	No contaminants in City water distribution system.

Strategy #	USP Strategy	Measure	Baseline Condition (as of 1/1/2020)	Target (2050)
Objective 3: Provide outstanding customer support and equitable services				
11	Provide a timely and quality responses to customer service requests.	Percentage of "two business day" responses to Q-Alerts	2019=83%; Winter Storm=93%	By 2025, respond to 90% of Q-Alerts within two business days.
12	Work in a manner that respects and honors diversity in Redmond.	Percentage of outreach/communications translated and made available to key audiences	In development	By 2025, all Utilities-developed priority communications are translated (or presented) in culturally relevant ways.
13	Manage the Utilities' fiscal resources in a responsible and strategic manner.	City's Bond Rating	AAA bond rating	Stable or improving Bond rating on an annual basis.
Objective 4: Be the employer of choice for Utilities staff				
14	Offer Utility staff easy access to professional development opportunities to advance their careers.	Percentage of qualified job applicants that come from Utilities staff	In development	25% of job applicants being considered for Utilities positions come from within Utilities ranks.
15	Show staff they are appreciated for their work.	Percentage of positive responses to an annual survey questionnaire	In development	85% positive responses annually by 2025 from Utility staff.
Objective 5: Coordinate City programs and processes to prepare for the future				
16	Implement Utility design standards that successfully balance the needs of dense, urban development, utility operations and environmental protection.	Number of utility deviations requested in urban centers (Downtown, Overlake, Marymoor) on an annual basis	10 Utility Deviations for Sewer, Water or Stormwater	By 2030, percentage of projects with approved deviations decreases by 50% from 2019 levels.
17	Build new City infrastructure with consideration of access and maintenance lifecycle.	Number of access design issues identified each year	In development	No projects are constructed with inadequate Utility access.
18	Prepare for and respond to climate change impacts.	Percentage of capital projects that leverage best available climate science and data	In development	100% of capital projects leverage best available climate science and data by 2025.
Objective 6: Demonstrate regional leadership				
19	Reduce the energy consumption required to operate the Utilities' infrastructure, facilities, and equipment.	Percentage of Utility fleet that uses green fuels	27%	50% of the Utility fleet uses green fuels by 2050.
20	Participate in regional efforts that can enhance the delivery of Utility services and protection for the environment.	Number of Utilities staff in leadership roles in regional forums	six	Utilities staff play leadership roles in regional forums.



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

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



Memorandum

Date: 3/16/2021
Meeting of: City Council

File No. AM No. 21-039
Type: Consent Item

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

Public Works	Dave Juarez	425-556-2733
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DEPARTMENT STAFF:

Public Works	Steve Hitch	Interim Engineering Manager
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TITLE:

Approve Revised Interlocal Agreement with the City of Kirkland for Willows Road Intertie

OVERVIEW STATEMENT:

On January 5, 2021, the City Council approved an Interlocal Agreement with the City of Kirkland for the Willows Road Intertie. This intertie is supported by the Redmond 2011 Water System Plan and is needed to allow the Proctor Willows Development located at the southwest corner of Willows Road and NE 124th Street to proceed.

On January 26, 2021, King County identified the property of the Proctor Willows Development as one of four sites that King County is considering for placement of the Northeast Recycling & Transfer Station. The City of Kirkland, in response to that designation, has requested that the previously negotiated interlocal agreement be revised to acknowledge this new information and to provide for termination of the interlocal agreement in the event that the Proctor Willows Development does not go forward as a result of King County's project.

Staff recommends approval of the revised Interlocal Agreement because the City of Kirkland's proposed language is consistent with steps the two cities would likely take in the event that the Proctor Willows development project were cancelled and King County's Northeast Recycling & Transfer Station were to be located at this site.

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
2011 Water System Plan
Willows Road Water Main Extension Capital Improvement Project

- **Required:**
N/A
- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

Approval of the revised interlocal agreement will facilitate the proposed water system intertie to provide reliable water supply for domestic and fire use, supporting redevelopment of the area and improving system reliability for existing customers in Redmond and Kirkland.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
N/A
- **Outreach Methods and Results:**
N/A
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:
N/A

Approved in current biennial budget: ☐ Yes ☐ No ☒ N/A

Budget Offer Number:
N/A

Budget Priority:
Infrastructure

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

If yes, explain:
N/A

Funding source(s):
N/A

Budget/Funding Constraints:
N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
1/5/2021	Business Meeting	Approve
3/9/2021	Committee of the Whole - Planning and Public Works	Provide Direction

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

The revised interlocal agreement is proposed for approval by the Kirkland City Council on March 16, 2021. The Proctor Willows Development is requesting permits from the City of Redmond for its project by April 1, 2021.

ANTICIPATED RESULT IF NOT APPROVED:

Delay to the Proctor Willows Development. If the interlocal agreement is not ultimately approved, then the Proctor Willows development will proceed with an alternative water main configuration that is more difficult and costly to maintain by the City of Redmond, and the preferred intertie with Kirkland will not occur.

ATTACHMENTS:

Attachment A: Revised Interlocal Agreement (with redlines)

Attachment B: Interlocal Agreement Vicinity Map

Attachment C: January 5, 2021 Agenda Memo, Approve Interlocal Agreement with Kirkland for Willows Road Intertie and Authorize Construction of the Willows Road Water main Extension and Additional Connection Charge

**CITY OF REDMOND AND CITY OF KIRKLAND
INTERLOCAL AGREEMENT FOR WILLOWS ROAD INTERTIE
FOR THE PROCTOR WILLOWS DEVELOPMENT**

THIS AGREEMENT is made and entered into by and between the City of Kirkland, a Washington municipal corporation (“Kirkland”), and the City of Redmond, a Washington municipal corporation (“Redmond”) for the purposes, hereafter mentioned.

RECITALS

A. The cities of Redmond, Kirkland, and the City of Bellevue (“Cities”) entered into an Assumption Agreement whereby the Cities assumed assets, liabilities, and operations of the Rose Hill Water District, a municipal corporation in King County, Washington (“District”).

B. The Cities then entered into an Interlocal Operations and Maintenance Agreement dated October 9, 1997, outlining ownership, operation, and maintenance of the District water system.

C. The Cities assumed ownership and responsibility for the District’s water supply facilities within the Cities’ respective service areas and certain District facilities are jointly owned and operated by the Cities in accordance with the terms of the Assumption Agreement.

D. After the City of Kirkland expanded the city’s corporate boundary in 2011, ownership of a portion of the District facilities was transferred from Redmond to Kirkland through the December 19, 2013 Kingsgate Annexation Agreement Regarding Water Facilities (KAA), in accordance with the terms of the Assumption Agreement.

E. The KAA divided the 285 pressure zone (Zone), a contiguous area, into two interconnected water systems within Kirkland and Redmond. The entirety of the Zone is not jointly owned by the cities. However, the Zone needs to be managed as a single system across jurisdictional boundaries to offer the greatest benefits to the Cities’ customers. The Zone includes several pressure reducing valves (“PRVs”) with some owned, operated, and maintained by Redmond and some owned, operated, and maintained by Kirkland.

F. Proctor Willows is a multi-family mixed-use development (“the Development”) proposed on property located in the northwest corner of Redmond’s corporate boundary and within the Zone. The Development is shown on Exhibit A attached to this Agreement and incorporated herein.

G. A looped water system allows for redundancy and reliability. Design requirements of both cities require such construction. A new intertie in the Zone and between the two cities’ service areas is necessary to facilitate looping and new construction as proposed by the Development. An interconnected system that crosses jurisdictional boundaries requires coordination and cooperation between the cities.

H. The City of Redmond seeks to approve a new intertie at NE 124th St and Willows Road NE, to provide redundancy and reliability around the Development. The City of Kirkland supports this new intertie, provided the water main from the intertie is extended south along Willows Road NE to complete the loop by connecting to existing City of Redmond water main.

I. It is anticipated the new intertie may be constructed before the City of Redmond completes the water main extension down Willows Road. The City of Kirkland is concerned about the impact the Development may have on the quality of water and fire flow within the system during the interim between construction of the new intertie and completion of the Willows Rd water main. This concern can be mitigated through modeling of the system as well as cooperation between the cities in operating the PRVs that distribute flow to the Zone and between the two systems.

J. The Development is proposed to be constructed on a site that King County announced on January 26, 2021 is included as one of four sites still being considered for a new recycling and transfer station in northeast King County, known as the Northeast Recycling and Transfer Station. King County expects to make a site selection decision by late 2022. Approval of this agreement by the City of Kirkland does not indicate support or opposition to the site as a potential transfer station location.

AGREEMENT

NOW, THEREFORE, IN CONSIDERATION OF the terms and conditions set forth below, Redmond and Kirkland agree as follows:

1. **Purpose.** The purpose of this Agreement is to provide for a new intertie between the two cities and to ensure safe and reliable water supply to each.

2. **Willows Road Water Main Intertie.** Kirkland hereby grants Redmond permission to connect a twelve-inch (12") water main, including an intertie tee and control valve, to Kirkland's water main in the intersection of Willows Road and NE 124th St ("Willows Road Water Main intertie"). The new intertie tee and control valve will be owned by Kirkland; any piping downstream of the valve will be owned by Redmond. The intertie improvements will include an extension of twelve-inch (12") water main along the Development frontage in Willows Road. All construction shall be accomplished at the Development's sole cost and expense. The Development must obtain any necessary permits from Kirkland to make the connection and must obtain Kirkland's approval of plans for the connection prior to any construction. The Development shall obtain any necessary permits from Redmond to construct frontage improvements in Willows Road.

3. **Willows Road Water Main Extension.** The Willows Road water main extension will connect the Willows Road Water Main intertie with City of Redmond water main south of the Development. Redmond will complete the twelve-inch (12") Willows Road water main extension by December 31, 2026 or within three years of completion of the Willows Road Water Main intertie, whichever is later.

4. **Zone Water Quality.** Prior to issuance of permits authorizing construction of the intertie, Redmond must provide an acceptable water system model. Redmond's water system model will be used to assess "water age" and fire flow as a measure of water quality and availability within the Zone. This modeling will be performed at City of Redmond cost. The model will be used to develop recommended PRV settings within the Zone as the Development constructs each phase and Redmond completes the Willows Road Water Main Extension. Each cities' operations staff will coordinate PRV settings based upon those recommendations. Any change in the demand assumptions will require an updated water system model, to be performed at City of Redmond cost.

5. **Service Area.** Each City shall be the direct provider of water within its service area within the Zone as set forth in the Assumption Agreement and the 1997 and 2013 ILAs. For purposes of this agreement, "service area" means that portion of the cities' incorporated areas that overlays a portion of the previous District area with the Zone. See Exhibit A.

6. **Near-Term Operational Strategy.** Kirkland and Redmond will jointly develop a near-term operational strategy (Strategy) for the Zone by July 1, 2021. The Strategy for the Zone must include but not be limited to:

- Water System Modeling (as described in Paragraph 4)
- PRV settings
- Water quality testing and reporting
- Emergency response

7. **Future discussion about a single Zone operator.** Regardless of the connection granted to the Developer through this agreement between Redmond and Kirkland, the two cities agree to discuss the possibility to transfer the assets, liabilities, and operations of the Zone to one of the cities and, further, to have one of the cities own the responsibilities and obligations to provide for the ongoing operations and maintenance of the Zone. This discussion would occur no earlier than 2-years after the Strategy for the Zone is completed but no later than December 2023. The movement to a single zone operator would be accomplished through an amendment to the 2013 Agreement.

8. **Duration.** This Agreement shall take effect on the date the last party signs the same. Termination may be accomplished only by:

- A. Mutual agreement of Redmond and Kirkland; or
- B. Termination by either party upon material breach of this Agreement by the other, provided, that no such termination may be accomplished unless the terminating party notifies the breaching party of its intent to terminate and provides the breaching party with no less than thirty days to cure the breach and avoid termination.

9. Property and Financing. No joint property is being acquired by the parties to this Agreement. Water main in Redmond is Redmond's water main. Water main in Kirkland is Kirkland's water main. Ownership of the intertie and control valve are as stated in Paragraph 2.

10. Administration. This Agreement shall be jointly administered by the public works directors of Kirkland and Redmond.

11. Northeast Recycling and Transfer Station. In the event that King County selects the Development site for the Northeast Recycling and Transfer Station, the following shall apply:

- A. If the Willows Road Water Main intertie has not yet been constructed or is not yet operational at the time of such selection, the parties are relieved from their respective obligations under this Agreement, except the obligations stated in Section 7.
- B. If the Willows Road Water Main intertie is constructed and operational at the time of such selection, the parties agree to negotiate the timing of the Willows Road water main extension under Section 3.

12. Notices. Any notices required by this Agreement shall be given in writing to the parties at the following addresses:

Kirkland:
Julie Underwood
Public Works Director
City of Kirkland
123 Fifth Avenue
Kirkland, WA 98033

pwutilityadmin@kirklandwa.gov

Redmond
Dave Juarez
Public Works Director
City of Redmond
P.O. Box 97010
Mail Stop 2NPW
Redmond, WA 98073-9710
djuarez@redmond.gov

13. Severability. If any section, sentence, clause, or phrase of this Agreement is found to be invalid or unenforceable by a court of competent jurisdiction, such invalidity or unenforceability shall not affect the validity or enforceability of any other section, sentence, clause, or phrase. The parties agree that in the event such invalidity or unenforceability deprives either party of any of the benefits provided herein, as determined by the party who believes they have been so deprived, a replacement provision will be negotiated to restore those benefits.

14. Entire Agreement. This Agreement constitutes the final and entire agreement and understanding between the parties concerning the water main intertie supersedes all prior agreements and understandings. This Agreement may be amended only by a written instrument signed by both parties.

CITY OF KIRKLAND

CITY OF REDMOND

Tracey Dunlap, Deputy City Manager

Dated:_____

APPROVED AS TO FORM:
OFFICE OF THE KIRKLAND CITY
ATTORNEY:

Angela Birney, Mayor

Dated:_____

APPROVED AS TO FORM:
OFFICE OF THE REDMOND CITY
ATTORNEY:

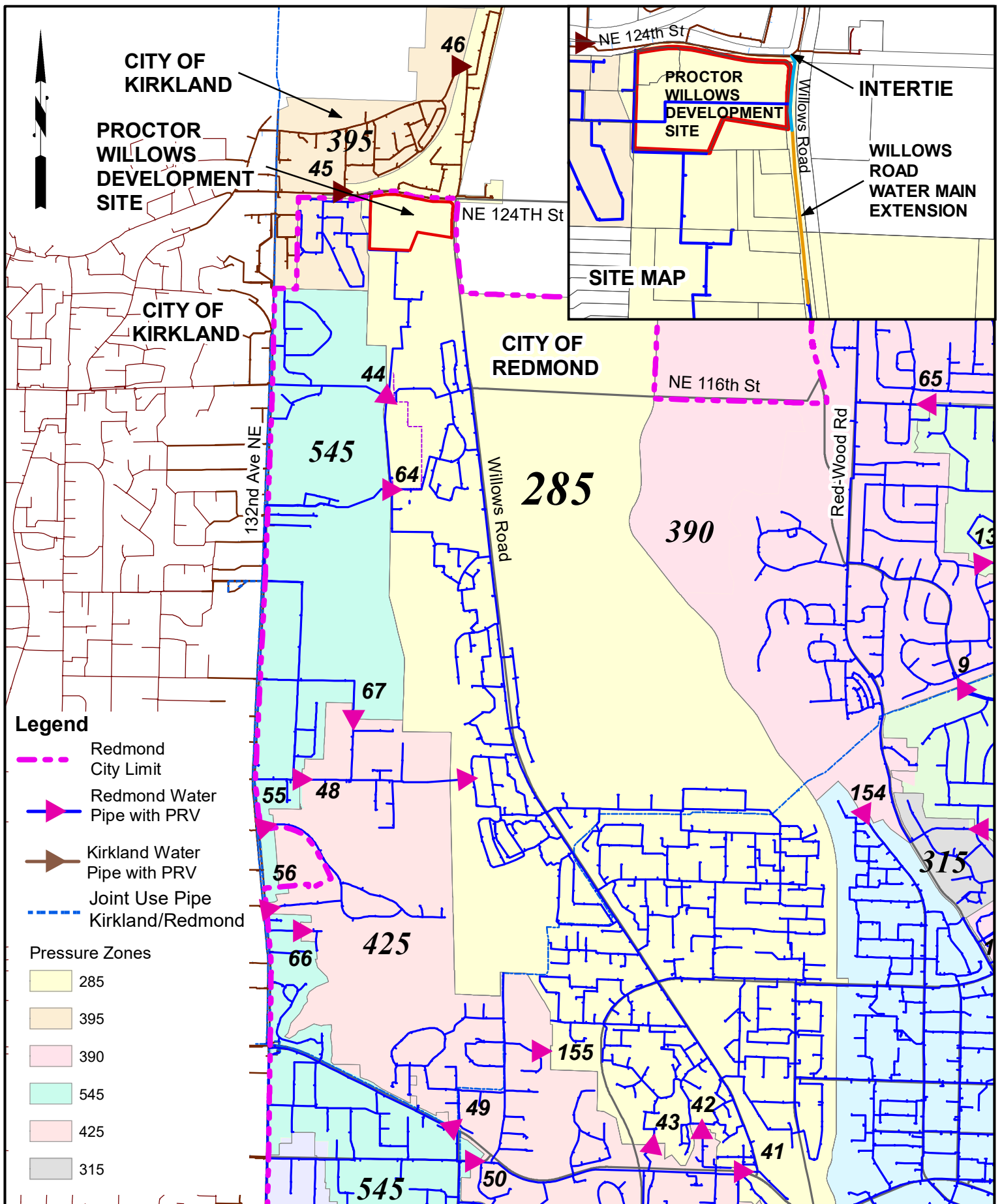


Exhibit A

285 Pressure Zone Map



Memorandum

Date: 1/5/2021
Meeting of: City Council

File No. AM No. 21-009
Type: New Business

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

Public Works	Dave Juarez	425-556-2733
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DEPARTMENT STAFF:

Public Works	Steve Hitch	Engineering Supervisor
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TITLE:

Approve Interlocal Agreement with the City of Kirkland for Willows Road Intertie, Authorize Construction of the Willows Road Water Main Extension and Additional Connection Charge

1. Resolution No. 1540: A Resolution of the City Council of the City of Redmond, Washington, Establishing the Amount of Additional Connection Charges for the Willows Road Water Main Extension Area

OVERVIEW STATEMENT:

The 2011 Water System Plan identified the need to complete water system extensions in unincorporated King County within the Redmond Water Service Area near Willows Road and NE 124th Street, to create a reliable and redundant water system to support future development. Kirkland subsequently annexed this area and entered into an agreement regarding the water facilities in 2013, transferring ownership of those facilities to Kirkland.

A development in Redmond adjacent to the City Limits, the Proctor Willows Development, will construct some of the required water system extensions. To provide a reliable and redundant water system that will serve this and other adjacent developments, those improvements are required, along with an intertie with the City of Kirkland. To get approval for that Intertie, Kirkland requires that the water main is extended south along Willows Road to complete the looped system.

The Proctor Willows development is conditioned to complete some of the required improvements including the new Kirkland intertie. It is proposed that Redmond complete the Willows Road Water Main Extension and impose an additional connection charge so that benefiting development properties (including Proctor Willows) reimburse the City for the cost of this new CIP project.

City Council is requested to take two actions:

1. Approve an Interlocal Agreement, substantially in the form presented, with the City of Kirkland to ensure a safe and reliable water supply for both Cities; as the Proctor Willows Development project moves forward by completing a new intertie between the two water systems; and the City of Redmond constructs a water main extension from the south-eastern corner of the Proctor Willows property southerly along Willows Road to the existing City of Redmond water main.
2. Adopt a resolution to authorize construction of the Willows Road Water Main Extension and create an additional connection charge that would reimburse the City of Redmond for the costs of that project by benefiting properties

as they redevelop.

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
2011 Water System Plan
2013 Kingsgate Annexation Agreement Regarding Water Facilities
- **Required:**
N/A
- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

Approval of the proposed intertie and water main extension will create a water loop to provide reliable water supply for domestic and fire use, supporting redevelopment of the area and improving system reliability for existing customers in Redmond and Kirkland.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
There are three property owners who will benefit from the new water main extension. Proctor Willows Development, Stryker Redmond (Physio Control), and Meydenbauer Group. Each of these owners has been informed of the planned improvements and proposed additional connection charge.
- **Outreach Methods and Results:**
Email and Telephone
- **Feedback Summary:**
Each property owner has acknowledged the fees associated with the Additional Connection Charge. The Proctor Willows Development is in Site Plan Entitlement and has consented to paying their share of the additional connection charge. The other two property owners received information about the fees. The Meydenbauer Group inquired about the schedule of the planned improvements and the fee amounts and the Stryker representative inquired about whether the work will impact water pressure, and what the fee amounts will be. Their questions were answered.

BUDGET IMPACT:

Total Cost:
\$2,107,245

Approved in current biennial budget: ☐ Yes ☒ No ☐ N/A

Budget Offer Number:
N/A

Budget Priority:
Infrastructure

Other budget impacts or additional costs: ☐ Yes ☒ No ☐ N/A
If yes, explain:
N/A

Funding source(s):
Water CIP. Reimbursed by Additional Connection Charge

Budget/Funding Constraints:
N/A

☒ Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
12/8/2020	Committee of the Whole - Planning and Public Works	Approve

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

The City of Kirkland is prepared to approve the interlocal agreement at their January 19 business meeting if it has been approved by the City of Redmond. The Proctor Willows Site Plan Entitlement includes a condition to pay the additional connection charge and was scheduled for approval in December. The Proctor Willows development cannot make their connection with the City of Kirkland until the interlocal agreement is approved by both cities.

ANTICIPATED RESULT IF NOT APPROVED:

The Proctor Willows development will proceed with an alternative water main configuration that is more difficult and costly to maintain by the City of Redmond, and the preferred intertie with Kirkland will not occur.

ATTACHMENTS:

Attachment A - Vicinity Map
Attachment B - Interlocal Agreement
Attachment C - Resolution for Additional Connection Charge



Memorandum

Date: 3/16/2021
Meeting of: City Council

File No. AM No. 21-040
Type: Consent Item

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

Executive	Lisa Maher	425-556-2427
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DEPARTMENT STAFF:

Executive	Cheryl Xanthos	City Clerk
Executive	Kalli Biegel	Deputy City Clerk

TITLE:

Confirmation of Appointments and Reappointments of Board and Commission Members

OVERVIEW STATEMENT:

Appointments

There are two openings on the Arts and Culture Commission, due to the resignations of Marko Coady and Tifa Tomb, and two additional upcoming vacancies, due to the term expirations of Risa Coleman and Cheri Fowler.

The following candidates have completed the interview process to fill these vacancies: Latha Sambamurti would fill the opening left by Marko Coady; Menka Soni would fill the opening left by Tifa Tomb; Amani Rashid would fill the vacancy left by Risa Coleman; and Cari Scotkin would fill the vacancy left by Cheri Fowler.

There is currently one opening on the Library Board of Trustees, due to the resignation of Minerva Butler, and one upcoming vacancy, due to the term expiration of Kristine Anderson.

The following candidates have completed the interview process to fill these vacancies: Bree Norlander would fill the opening left by Minerva Butler, and Clara Yuan would fill the vacancy left by Kristine Anderson.

Reappointments

The following Commission Member terms will be expiring on March 31, 2021: Arts and Culture Commissioner Arbok Ives; Human Services Commissioners Vibhas Chandorkar, Kristen Muscott, and Antionette Smith; and Parks and Trails Commissioners Stuart Hargreaves, Gary Smith, and Shelly Bowman.

These commissioners are eligible for reappointment and have expressed a desire to be reappointed for another term to continue their work. They are valuable members of their respective commissions and are highly recommended for reappointment.

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

REQUESTED ACTION:

☐ Receive Information ☐ Provide Direction ☒ Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
Council confirmation is required for these Board and Commission Member mayoral appointments.

RMC: 4.15.010(A), 4.30.050(A), 4.35.010(A) and 4.40.010(A).

Council confirmation on a nomination made by the mayor may occur only at a special meeting called for the purpose of considering the appointment, or the next regular meeting following the meeting at which the interview took place.
RMC: 4.10.030(A)
- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

The Board and Commission Members would serve until the term expiration dates listed below:

Arts and Culture Commission

Arbok Ives	New Term to Expire March 31, 2024
Latha Sambamurti	First Term to Expire March 31, 2023
Menka Soni	First Term to Expire March 31, 2023
Amani Rashid	First Term to Expire March 31, 2024
Cari Scotkin	First Term to Expire March 31, 2024

Human Services Commission

Vibhas Chandorkar	New Term to Expire March 31, 2025
Kristen Muscott	New Term to Expire March 31, 2025
Antionette Smith	New Term to Expire March 31, 2025

Library Board of Trustees

Bree Norlander	First (Partial) Term to Expire March 31, 2023
Clara Yuan	First Term to Expire March 31, 2026

Parks and Trails Commission

Stuart Hargreaves New Term to Expire March 31, 2025
Gary Smith New Term to Expire March 31, 2025
Shelly Bowman New Term to Expire March 31, 2025

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
N/A
- **Outreach Methods and Results:**
N/A
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:
N/A

Approved in current biennial budget: ☐ Yes ☐ No ☒ N/A

Budget Offer Number:
N/A

Budget Priority:
N/A

Other budget impacts or additional costs: ☐ Yes ☐ No ☒ N/A
If yes, explain:
N/A

Funding source(s):
N/A

Budget/Funding Constraints:
N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
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Date: 3/16/2021
Meeting of: City Council

File No. AM No. 21-040
Type: Consent Item

3/9/2021	Special Meeting	Receive Information
3/16/2021	Special Meeting	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

The Library Board of Trustees, Arts and Culture Commission, Parks and Trails Commission, and Human Services Commission currently have vacant positions and/or Board and Commission Member terms expiring on March 31, 2021.

ANTICIPATED RESULT IF NOT APPROVED:

If the Redmond City Council chooses not to confirm the appointments and reappointments, the Mayor would need to interview new candidates for the open positions.

ATTACHMENTS:

None.



Memorandum

Date: 3/16/2021
Meeting of: City Council

File No. AM No. 21-041
Type: Staff Report

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

Planning and Community Development	Carol Helland	425-556-2107
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DEPARTMENT STAFF:

Planning and Community Development	Beverly Mesa-Zendt	Deputy Director
Planning and Community Development	Jeff Churchill	Long Range Planning Manager
Planning and Community Development	Becky Frey	Principal Planner
Planning and Community Development	Caroline Chapman	Senior Planner

TITLE:

Redmond 2050 Quarterly Update - First Quarter 2021

OVERVIEW STATEMENT:

Staff will provide a quarterly update on the Redmond 2050 Periodic Review of the Comprehensive Plan at the City Council's March 16, 2021 business meeting. Topics to be covered in the staff report include:

- Community Involvement Summary for 2020, and
- Existing Conditions Report.

At the Council's March 23 Study Session, staff will ask Council, *"What is missing?"* from the set of policy considerations in the draft Existing Conditions Report, delivered to Council on February 9. After receiving Council input staff will finalize the reports and begin to develop draft updates to Comprehensive Plan elements.

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Redmond Comprehensive Plan, Redmond Transportation Master Plan, implementing functional and strategic plans, and Redmond Zoning Code.

- **Required:**
The Growth Management Act requires that Washington cities and counties periodically review and, if needed, revise their comprehensive plans and development regulations every eight years. For King County cities the periodic review must be completed by June 30, 2024, per WAC 365-196-610.
- **Council Request:**
The City Council requested quarterly reports on project milestones, staff progress, and public involvement.
- **Other Key Facts:**

First and Second Quarter Activities and Initiatives

First Quarter Activities	Second Quarter Activities
<ul style="list-style-type: none">• Completion of the Existing Conditions Report draft 1.0• Outreach to small- and minority-owned businesses• Monthly Community Advisory Committee (CAC) meetings• Monthly Planning Commission briefings• Future population and employment growth modeling• Public input on the form of growth• Public input on Redmond 2050 themes• Overlake Neighborhood Plan update kick-off• Completion of the base-year travel demand model• Selection of travel demand modeling consultant	<ul style="list-style-type: none">• Completion of Existing Conditions Report• Monthly CAC meetings• Monthly Planning Commission meetings• Sharing population and employment growth model outputs• Continued public input on Redmond 2050 themes• Public input on growth alternatives• Technical Advisory Committee kick-off• Stakeholder outreach for Overlake Plan update• Developing policy options and alternatives for Phase 1 elements• Integration of Climate Vulnerability Assessment• Begin drafting updated Phase 1 elements• Council authorization of travel demand modeling contract

OUTCOMES:

Completion of periodic review of the Comprehensive Plan, Redmond 2050, on schedule with state-mandated deadlines will result in compliance with Growth Management Act requirements. Additionally, first and second quarter work, identified here, will contribute greatly to ensuring updates to the Comprehensive Plan reflect the community's vision for the future of Redmond.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
Previous (Q1 2021)
 - Form of Growth questionnaire: design principles
 - Form of Growth questionnaire: look and feel
 - Themes discussion board
 - Small and minority-owned business focus group
 - Community stakeholder interviewsPlanned (Q2 2021) - methods to be determined
 - Themes (continued)
 - Growth alternatives
 - Overlake Plan update needs
 - Policy options and alternatives
- **Outreach Methods and Results:**
Outreach methods have included or will include:

- Press release
- Social media
- Posters & yard signs
- Emails to City eNews, Redmond2050, and Parks & Recreation lists
- Emails to partner organizations
- Virtual Lobby (3D & alternative versions)
- Community Advisory Committee input
- Technical Advisory Committee input
- Community and small group workshops
- **Feedback Summary:**
See Attachment A for a retrospective of 2020 community outreach that focuses on what staff learned about who has participated to-date, and how staff are adjusting outreach methods to reach those who are underrepresented among participants. Summaries of specific engagement activities can be found online at [Redmond.gov/1495/Engagement-Summaries](http://www.redmond.gov/1495/Engagement-Summaries) <<http://www.redmond.gov/1495/Engagement-Summaries>>.

BUDGET IMPACT:

Total Cost:

\$4,535,222 is the total appropriation to the Community and Economic Development offer and is where most staff expenses related to Redmond 2050 are budgeted. A portion of this budget offer is for consultant contracts that the Council authorized with IBI Group for visioning (\$190,000) and BERK for State Environmental Policy Act analysis (\$290,000).

Approved in current biennial budget: ☒ Yes ☐ No ☐ N/A

Budget Offer Number:

000250 Community and Economic Development

Budget Priority:

Vibrant and Connected

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

If yes, explain:

N/A

Funding source(s):

General Fund

Budget/Funding Constraints:

N/A

☐ Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
10/6/2020	Business Meeting	Approve

11/17/2020	Business Meeting	Receive Information
3/9/2021	Committee of the Whole - Planning and Public Works	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
3/23/2021	Study Session	Provide Direction

Time Constraints:

All Phase I and Phase II updates to the Comprehensive Plan must be completed no later than June 30, 2024.

ANTICIPATED RESULT IF NOT APPROVED:

Staff is not requesting action at this time.

ATTACHMENTS:

Attachment A: Community Involvement Summary | 2020 Overview

Attachment B: Presentation Slides

Attachment A: Community Involvement Summary | 2020 Overview

In December of 2020, Planning staff reviewed the community involvement that had occurred to-date to review and learn where to add additional focus or make changes. This memo summarizes what staff learned from 2020 engagement activities and how staff have responded to what we learned. Staff will repeat the review and analysis quarterly.

2020 Community Involvement Opportunities

The Redmond 2050 project kicked-off officially in October 2020 after the Council adopted the Scope and Community Involvement Plan at its October 6th meeting. The Virtual Lobby and the alternative lobby went live the next week, and several engagement efforts were conducted that fall.

Due to limitations from COVID that impacted our ability to have in-person events, the outreach relied heavily on social media, with press releases, email, and connecting with partner organizations to supplement. Participation started gradually, but quickly picked up after the election. By the end of the year, the email subscription list for Redmond 2050 was 500 subscribers. There were over 2000 visits made to the Redmond 2050 web site, 2500 visits to the virtual lobby, and over 1200 visits to the Let's Connect Redmond 2050 page.

2020 involvement opportunities included:

- | | |
|--|---------------------|
| • November 18 th Community Workshop | over 60 attendees |
| • Gains & Pains Round One & Round Two questionnaires | 175 responses |
| • Favorite Places mapping tool | 15 entries |
| • TMP Round one questionnaire | 108 responses |
| • TMP project idea mapping tool | 107 ideas submitted |
| • SEPA Scoping Questionnaire | 90 responses |

Summaries have been posted online at www.Redmond.gov/1495/Engagement-Summaries. This memo will not re-state the summary input for these activities, but instead focuses on staff's analysis of participants and what we have done in response to this first round of adaptive management review of our participation activities to-date.

Participant Overview

Where demographic information was collected, staff analyzed the information to determine who was participating and who was not and used that information to design opportunities and make additional community connections for 2021. Not all events and activities collected this information, so staff have reviewed for major trends and areas that need additional focus and potentially specialized outreach.¹

¹ The TMP questionnaire and the mapping tools did not collect demographic information. The November workshop had some technical challenges and user unfamiliarity with Zoom led to only half of participants responding to the pop-up demographics tool. In all activities there were some participants who chose not to provide demographic information. Demographic information was simplified for the live workshop and therefore is not directly comparable to the questionnaires (where consistent questions were utilized).

Please note that due to the variability in the data collection, and that responses were voluntary and not always provided, statements in this memo should be considered generalizations for information and learning purposes only.

Participant Demographics

Gender

Participation in early events was more prevalent for females than males (typically in the 60% range), though there was some variation by topic and the community workshop participation was majority male (56%). Participation by transgender/other or those that prefer not to answer has varied from three to nine percent.

Age

The age cohorts most active in the Redmond 2050 project have been Millennials and Generation X, with the exception that the live event attendance was Generation X and late Baby Boomers. Millennials have been consistently in the 30 to 40 percent of total responses to questionnaires, with Gen X participation in the 40 to 50 percent range. Generation Z is almost absent from the conversation so far, though events in 2021 have seen an up-tick in those numbers.

Live events have an older age profile while activities available over time capture a broader age profile.

Race/Ethnicity

Responses to online activity has been inclusive, but not yet to the levels that meet our participation goals. While the citywide demographics show a community that is 56% white/Caucasian, the participation has been 53 to 68 percent white/Caucasian. The African American/Black, Arab, and Multi-racial groups are closely matching our community profile but the Asian American/Pacific Islander and Latinx groups are under-represented in online activities to date, with our Latinx participation fairly consistently at three to four percent (verses seven percent citywide) and Asian American/Pacific Islander typically around 15 percent (verses 35 percent citywide).

Other Analytics Evaluated

Staff have also reviewed traffic and engagement rates to evaluate the effectiveness of different delivery methods. Based on this review we shifted from general awareness messaging to specific calls to action. We have seen an increase in action taken on messaging that is very pointed and leads directly to a questionnaire or other input method over messaging that directs people to the Virtual Lobby or web site as a general resource.

Our Redmond 2050 newsletter analytics show a steady increase in subscribers (over 600). We are looking at ways to increase the subscriptions for our newsletter, but we have been reviewing open and action rates for each newsletter sent and have been making some adjustments based on that review.

- We have adjusted subject lines in our newsletter to see what type of subject line has the best open rates.
- We have shifted links to be directly into questionnaires instead of to the web site or lobby (similar to our social media shift).

- We have resent newsletters with critical deadline information to individuals who did not open the last newsletter, to help capture their attention before an opportunity closes.

Staff will continue to evaluate the effectiveness of each of our outreach methods and make adjustments where needed throughout the project to ensure that we reach as many people as possible.

Steps to broaden participation

- Staff tested Facebook ads to target groups that have had lower response rates. The ads did generate responses, so we will continue to utilize them to broaden our reach. Staff will continue to use targeted social media ads to ensure broader awareness of opportunities and capture broader demographic group participation in activities. We will be evaluating the potential for ads in ethnic news sources.
- Staff convened focus groups² with businesses and representatives of our Black, Indigenous, People of Color (BIPOC) community to ensure that we are capturing voices that are not generally heard in planning projects and that have been under-represented in other activities we've conducted.
- Staff have built additional relationships within our community to help spread awareness of the project to those that are not typically tuned into City media outreach (commuters, BIPOC, etc.).
- Staff have erected additional lawn signs and will be putting up posters in additional areas to capture the attention of people where they are.
- Staff are reaching out to property managers to connect more with renters.
- Staff are assembling stakeholder groups that will be held throughout 2021.

² Staff did not ask focus group participants to complete a demographic survey, but the invitations were sent to business, social organizations, and service providers that primarily serve or represent our BIPOC community members. This greatly increased our participation from those groups but will be difficult to represent in our demographic overview since staff do not have direct responses to demographic questions for each participant.

Redmond 2050

Quarterly Update: Q1 2021

.....
March 16, 2021





Agenda

- Community Involvement
 - What have we heard?
 - Whom have we heard from?
- Q2 look-ahead

Next Week's Study Session Focus:
What is missing from draft policy considerations?

Community Involvement Opportunities



- Pains & Gains Round 2
- SEPA Scoping
- Location of Growth
- Form of Growth: Design Principles
- Form of Growth: Look and Feel
- Transportation Vision, Principles, Strategies
- Transportation Project Map
- 3 Community Advisory Committee Meetings (1x Month)

Participant Demographics



- More women than men
- Most frequently Millennials and Gen X
- Asian American/Pacific Islander and Latinx underrepresented

Focused Outreach



- Small and minority-owned businesses
- Students
- Employers
- Community-based organizations
- Business community
- School districts
- Community Advisory Committee
- Planning Commission
- Pedestrian Bicycle Advisory Committee

What We Have Heard: Pains & Gains

[I am] Concerned about small businesses that have been here a long time are forced to close because landlord is selling property for new buildings.

I like the new buildings that have little restaurants and stuff at the bottom. it makes the city more walkable and 'alive' which I love.

GAINS NOW

- Redmond is a safe place
- Redmond has strong parks and outdoor recreation opportunities

- There are not enough small businesses and those that remain are struggling to maintain their locations
- The cost of housing in Redmond is too high and there are not enough affordable housing options

PAINS NOW

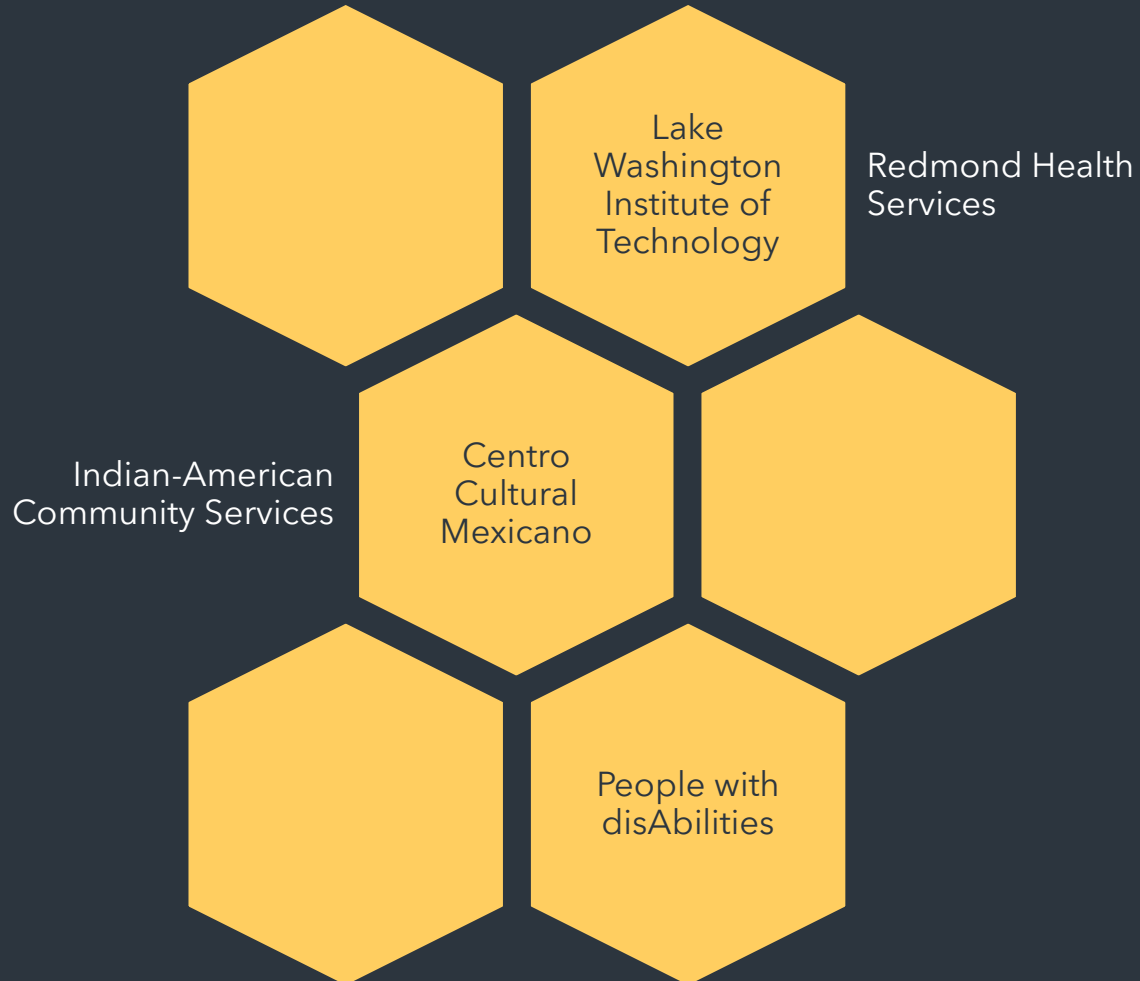
GAINS NEXT

- Redmond has more affordable homes

- Redmond loses small businesses
- Redmond has high housing costs

PAINS NEXT

What We Have Heard: Community-based Organizations



Priorities:

- Diversity & inclusion
- Housing opportunities
- Small business support
- Accessible transportation

Any growth scenario must address:

- Affordable housing, commercial space
- Community gathering places, cultural spaces that bring people together
- Access to transit; traffic mitigation

What We Have Heard: **Small and Minority-Owned Businesses**



- **Cultural & Economic Diversity** should be prioritized & supported
 - Flexible spaces & uses
 - Support for small businesses & employees
 - More balance across types & sizes of businesses
- Traffic is a problem, look forward to positive impacts of more **mixed-use, walkable and accessible spaces**
- **Affordable commercial & residential spaces** are critical to staying in Redmond

Q2 Look Ahead

Community Involvement



- Input on themes will shape how we evaluate policy choices
- Input on growth alternatives will influence where growth goes
- Input on Overlake planning will help us understand needs, priorities

Q2 Look Ahead

Council Actions in April



- SEPA Consultant Contract Amendment
 - Integrates Climate Vulnerability Assessment (CVA)
 - Accelerates CVA, enabling Redmond 2050 decisions to be informed by CVA results
 - Extends Redmond 2050 Phase 1 by about four months
- Travel Demand Modeling Contract
 - Supports Redmond 2050 EIS, TMP update, and impact fee update



Next Week's Study Session

- Existing Conditions Report contains draft policy recommendations
- Draft set, together with community input, provided on February 9

What is missing from draft policy considerations?
What else should be considered during Redmond 2050?



Thank You

Any Questions?





City of Redmond

15670 NE 85th Street
Redmond, WA

Memorandum

Date: 3/16/2021
Meeting of: City Council

File No. CM 21-073
Type: Committee Memo

Approval of Committee Work Plans



City of Redmond City Council

Redmond
WASHINGTON

Parks and Human Services: Committee Workplan – 2021

Quarter	PARKS	PLANNING
1st	<ul style="list-style-type: none"> • ADA Facilities Transition Plan (Jan) • Westside Park Design & Wayfinding Colors (Jan) • Redmond Senior & Community Center Architectural Contract (Jan) • Redmond Pool Public Art (Jan) • Redmond Lights 2020 Recap (Jan) • Redmond Senior & Community Center Update (Feb) • Redmond Pool Project Update (Feb) • Cost of Service Update (Mar) 	<ul style="list-style-type: none"> • ARCH Housing Trust Fund • COVID Response • One-Time Council Award Update • 2020 Human Services Performance Data • Human Services Update
Quarter 2nd	<ul style="list-style-type: none"> • Work Plans & SOP • Cost of Service Policy Update • Old Redmond Schoolhouse Redeployment • Recovery Plan • Redmond Senior & Community Center Update (Monthly) • Seritage Park Development • Smith Woods Stream & Pond Restoration • Special Events Process & Outreach • Westside Park Renovation Update • Eastrail Regional Advisory Council Update • Cultural Arts Projects & Programs 	<ul style="list-style-type: none"> • Homeless Outreach Update • Together Center & Friends of Youth Update • Human Services Update



City of Redmond City Council

Redmond
WASHINGTON

Parks and Human Services: Committee Workplan – 2021

Quarter	PARKS	PLANNING
3rd	<ul style="list-style-type: none">• ADA Improvement Program – Parks & Facilities• Cost of Service Update• Esterra Park Development• Facilities Strategic Plan Implementation• Idylwood Dock• Municipal Buildings Renovations• Redmond Senior & Community Center Update (Monthly)• Software Integrations• Tree Canopy Implementation – Planting & Outreach/Education• Summer Program/Event Recap• Customer Experience Plan• Park Operations Green Redmond Partnership• Regional Aquatics Update• Privately Developed Public Art Code Update	<ul style="list-style-type: none">• Homeless Outreach Update• 2022 CDBG Recommendations• Food Drive• Human Services Update
4th	<ul style="list-style-type: none">• PARCC Plan Update• Cost of Service Update• Redmond Central Connector 3• Redmond Senior & Community Center Update (Monthly)• Sound Transit Downtown Redmond Link Extension Design Support• Alternative Funding Program• Westside Park Renovation Update• Redmond Lights Programming Plan• Percent for Art Ordinance	<ul style="list-style-type: none">• Homeless Outreach Update• Human Services Update

First Quarter

Sound Transit Light Rail
King County METRO Transit
First Mile Last Mile Mobility Connections
Housing Action Plan
Redmond 2050
Transportation Master Plan
Long Term Recovery Plan Update
Capital Improvement Program Update
Authorization of Professional Services Contracts

Second Quarter

Sound Transit Light Rail
King County METRO Transit
First Mile Last Mile Mobility Connections
Redmond 2050
Transportation Master Plan
Long Term Recovery Plan Update
Capital Improvement Program Update
Redmond Zoning Code Amendments
Private Development Half Yearly Update
2020-21 Annual Comp Plan Amendments
King County Growth Targets
Countywide Planning Policies Review
NE Regional Transfer Station
Authorization of Professional Services Contracts
Planning Commission Joint Meeting

Third Quarter

Sound Transit Light Rail
King County METRO Transit
First Mile Last Mile Mobility Connections
Redmond 2050
Transportation Master Plan
Long Term Recovery Plan Update
Capital Improvement Program Update
Redmond Zoning Code Amendments
2020-21 Annual Comp Plan Amendments
2021-2022 Annual Docket
Development Fees (Impact and Permit Fees)
Authorization of Professional Services Contracts

Fourth Quarter

Sound Transit Light Rail
King County METRO Transit
First Mile Last Mile Mobility Connections
Redmond 2050
Transportation Master Plan
Long Term Recovery Plan Update
Capital Improvement Program Update
Private Development Half Yearly Update
Ratification of Countywide Planning Policies
Redmond Zoning Code Amendments
Utilities Strategic Plan
Authorization of Professional Services Contracts

Schedule To be Determined

- Facilities Evaluation Report
- Tourism Event Grants
- North South Corridor Study
- Sidewalk Access and Management
- OneRedmond Annual Report
- KC Lake Hills Project Interagency Ag
- Sound Transit - Transit Oriented Dev