

TACOMA CLIMATE ACTION PLAN



SECTION 9, MUNICIPAL CARBON NEUTRALITY STRATEGY

WHY DOES THE CITY OF TACOMA NEED A MUNICIPAL CARBON NEUTRALITY STRATEGY?

The devastating impacts of climate change are manifesting locally. June 2021 heat dome extreme temperatures and elevated air pollution from increased regional wildfires are examples that impact the health of the City and the ecology that supports us. City elected officials have asked staff to deliver transformative solutions that reduce City greenhouse gas (GHG) emissions.

Leading-By-Example has been a hallmark of the City's work to mitigate climate change since adoption of 2008 Climate Action Plan (CAP) 1.0. This City-as-model approach was explicit in the development of actions and targets in the 2015 Environmental Action Plan (CAP 2.0). Lessons learned from the 2016 through 2020 include developing an overarching and clear goal to guide the Plan and City work as well as separate actions specific to municipal operations into their own section.

With the adoption of Climate Emergency Resolution 40509 in December 2019, City leadership tasked the Office of Environmental Policy and Sustainability (OEPS) with updating the CAP. This included laying out a clear pathway to toward reaching the City's 2050 carbon reduction goals of municipal carbon neutrality.

While the City's municipal operations make up less than 1% of total community-wide emissions, it is important that the City prioritizes reducing our own footprint.

Reasons the City should pursue aggressive GHG pollution reduction goals:

- **Accountability:** Setting clearly defined goals and measuring progress is critical for making progress and building trust with our community
- **Innovation:** Investing in a clean energy future that promotes innovation, supports economic development, and fosters creativity in solutions
- **Cost Savings:** Conserving resources and reducing emissions saves money now and in the future
- **Health:** Reducing emissions and other types of air pollution has benefits for public health and safety
- **Leadership:** Setting ambitious goals can demonstrate success and inspire action by employees, other governments, and businesses

Implementing the staff directives in the climate emergency resolution led to a clear consensus that a Municipal Carbon Neutrality Strategy (MCN Strategy hereafter) needed to be developed for Municipal Operations. Working with Sustainability Tacoma Commission and Tacoma City Council (Council) leadership, a Decarbonization Resolution 40776 was adopted in April 2021.

Specific to Municipal Operations, the Decarbonization Resolution directs staff to:

- Exclude fossil fuel energy sources in heating, lighting, and to power all new buildings and major renovations
- Use low carbon fuels including renewable diesel, biodiesel, renewable natural gas, electrolytic hydrogen, and electricity derived or generated from sustainable and

renewable resources. Exceptions or exemptions should only be allowed when insufficient reliable, resilient, technical, or cost-feasible options are available

- Inventory the City-owned facilities within the City Limit that use fossil fuels, evaluating for feasibility of retrofitting these buildings to low-emission sources by 2030. Evaluations should make use of existing reports, and recommendations prepared regarding feasibility and life-cycle costs
- Prioritize new fleet vehicles that are zero-emission, low-emission, or non-motorized vehicles with specific criteria for evaluation and selection, and
- Develop a plan to retrofit all City-owned parking facilities and buildings with electric vehicle charging stations by 2030

Implementing the requirements of the decarbonization resolution, the MCN Strategy will guide Scope 1 and 2 emission reductions and help the City prepare for climate impacts through 2030, keeping us on track for carbon neutrality in 2050.

TRACKING OUR PROGRESS & PAST MUNICIPAL EMISSIONS

The City has been conducting inventories of emissions associated with general government and Tacoma Public Utilities (TPU) operations within the City limits since 2005. Per international standards, government operations emissions are tracked for 5 Sectors: Fleet, Buildings, Streetlights/Signals, Water/Wastewater, and Employee Commute. Fleet includes all City-operated on-road vehicles and non-road equipment used for transport of goods and materials. Buildings include all facility types including infrastructure. Employee Commute includes emissions from how staff travel to work and is a Scope 3 emission source. Scope 3 emissions are indirect, meaning the City has less control over their production, unlike Scope 1 and 2 emissions. The MCN Strategy will focus on Scope 1 and 2 emission sources for the sectors Fleet, Buildings, Streetlights/Signals, and Water/Wastewater across departments.

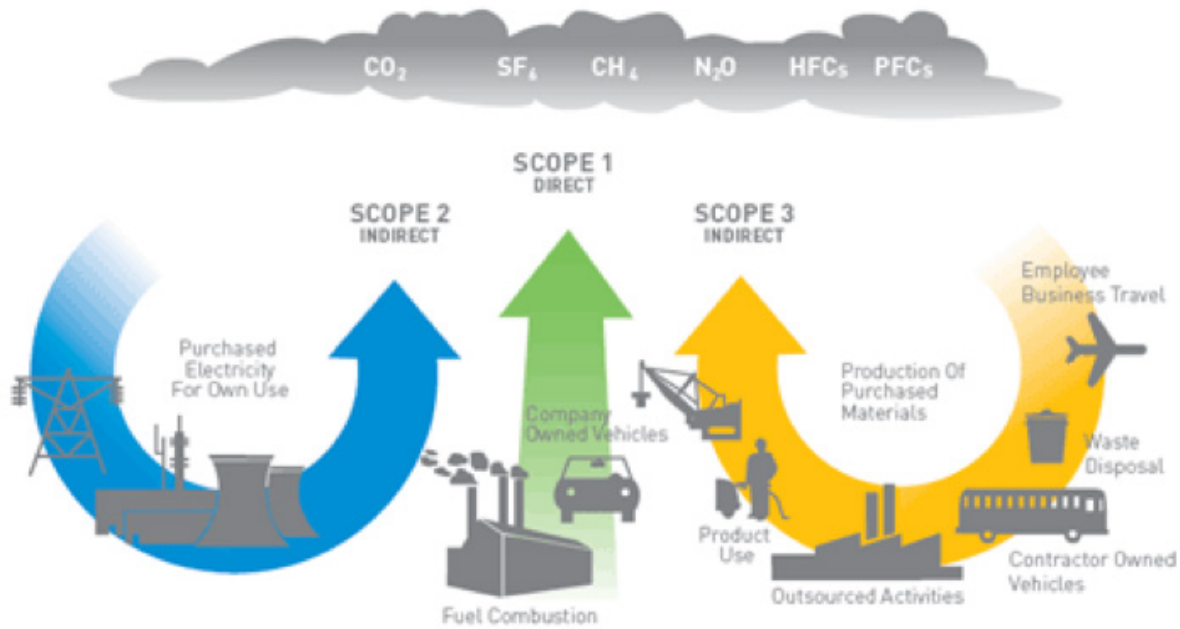


Figure 1. A graphic representation of the carbon footprint from the Life Cycle Initiative.

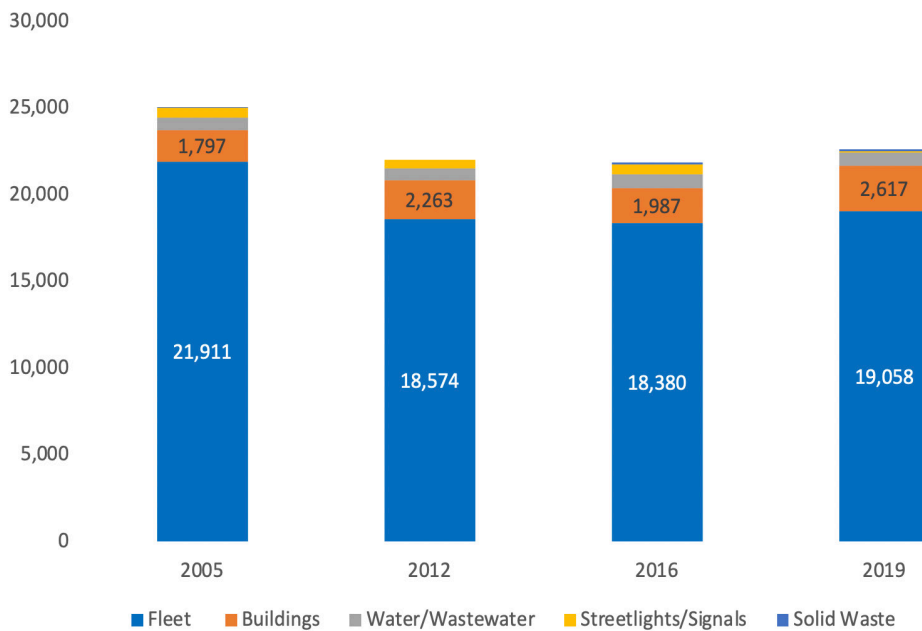


Figure 2. Government operation emissions over time Scope 1 & 2 (MTCO_{2e}).

To date, the City’s government operations has not made significant reductions to their emissions. Results from the 2019 GHG Emission Inventory show that Government Operations emissions decreased only 3% between 2005 and 2019. At 84%, Fleet was the highest contributing sector to municipal emissions in the 2019 Inventory followed by Buildings at 12% of emissions. While Fleet emissions have decreased by 13% since 2005, Buildings emissions have increased 46% since 2005 and 16% when compared to 2012.

BUILDING ON ACCOMPLISHMENT SINCE 2015

This MCN Strategy builds on significant progress towards 2015 Environmental Action Plan (CAP 2.0) targets and actions. Among the many noteworthy municipal operations accomplishments are:

- New positions per CAP 2.0 were established and hired – Resource Conservation Manager, Facilities Conservation Manager, and Green Building and Resilience Specialist
- Strategic Energy Management programs have been established in 4 facilities with high annual energy loads. In 2011, Environmental Services enrolled the Central Treatment Plant in Tacoma Power’s initial Industrial SEM administered by Energy Smart Industrial. The CTP’s Energy Management Team has worked continuously to produce significant year-after-year electricity savings. In 2018, three of the City’s facilities were enrolled in a pilot 2-year Commercial SEM program: the Convention Center, Police-Fleet campus, and TPU campus. Collectively these 4 facilities have saved nearly 13,000 MWh over 7+ years versus business-as-usual energy model. The aggregate average annual savings are approaching 2,850 MWh.
- Streetlights LED Replacement Project: Public Works and Tacoma Public Utilities worked together to replace 75% of City’s aging streetlights with new energy efficient LED fixtures. The project is forecast to save 11,500 MWh per year for at least 15 years.
- Fleet Decarbonization: More than 3% of City’s passenger vehicles are plug-in electrics. A transition is underway to shift from fossil to renewable diesel in existing fleet vehicles.
- Fleet CNG collection trucks and Renewable Gas Production: Environmental Services has coordinated the modernization of its solid waste collection trucks with production of marketable Renewable Natural Gas production at its wastewater treatment plant. Over one-third of Solid Waste’ collection fleet was updated from diesel to CNG trucks. Recent expansion of CNG fuel station capacity can support the full collection fleet. At the City’s wastewater treatment plant, construction nearing completion of system to convert historically flared biogas into useable Renewable Natural Gas. It is forecast that upon completion, that up to 788 tons of carbon could be removed annually from diesel fleet vehicles.

COMMUTE TRIP REDUCTION

Employee commuting, in 2019 was ~31% of municipal operation emissions when including scope 3 sources.

Commute Trip Reduction program (CTR) has been promoted towards reducing staff traveling via Single Occupancy Vehicles (SOV). Employee Transportation Coordinators, Orca Cards, and Van Pool have been deployed towards reducing SOV, with modest success. At the onset of COVID-19 pandemic, the City responded with both an emergency Telecommuting directive, and formation of a cross-departmental task force to update policy and procedures.

The December 2020 bi-annual CTR survey revealed a more than 50% reduction in emissions from staff commuting compared with 2018 survey. A new telework policy is being implemented as safe ways to return to workplace are established. With both hybrid and full-time telework options, City intends to maintain the many telework co-benefits including emissions reductions.

WHAT DOES THIS STRATEGY INCLUDE?

This MCN Strategy establishes both an overarching goal of carbon neutrality and specific initiatives towards achieving the City’s stated 2030 and 2050 emission reduction goals. This MCN Strategy is Section 9 of the City’s third Climate Action Plan with discreet goals to achieve by 2030 and actions to catalyze success in the first three years (2022 – 2024).

This MCN Strategy empowers staff to take direct control of the carbon intensity associated with operational decisions and actions. This includes but is not limited to: City-owned facilities, fleet equipment, travel for City business, procurement of materials goods and services, and post-use management of all City-owned tangible property (i.e. materials, equipment, structures, and real estate).

In the earlier versions of the City’s CAP, municipal actions and target addressed “low-hanging fruit” opportunities, which engaged a limited set of City staff. This MCN Strategy is directed at all levels of City management and involves all City staff decisions and actions.

MCN Strategy sets incremental 10-year carbon reduction targets through the year 2050 with an aspirational aim towards making City operations carbon-neutral by 2050 (Resolution 40509, Dec. 2019). Consistent with [Washington State 2021 Energy Strategy](#), the City defines its 2050 municipal operations goal as 95% Carbon Neutrality of Scope 1 and 2.

2030 MUNICIPAL OPERATION TARGETS

- **Fleet** – Carbon Pollution reduction by **50% from 2020 levels**
- **Facilities** – Carbon pollution reduction by **30% from 2020 levels**
- **Employee Commuting Reduction** – Single Occupancy Vehicles only **65% of mix by 2030**
- **Employee Engagement** – **95%** of employees engaged

This MCN Strategy is the result of an on iterative collaborative process. The City contracted with Sustainable Solutions Group (SSG), a consulting firm specialized in working with cities to address climate planning challenges. Working with Office of Environmental Policy and Sustainability staff, SSG organized a series of staff stakeholder workshops to review past performance, address the challenges ahead, and identify potential solutions and existing barriers. Direct contacts with key management staff supplemented these workshops. As MCN Strategy began to take shape, more focused workshops with Fleet and Facilities stakeholders collated independent suggestions into consensus **prioritized actions identified by:**

- Climate benefit
- Feasible
- Alignment with other City policies and priorities
- Leadership and Partnership Opportunities
- Coordinating funding needed with budgetary process

The Action Table of this MCN Strategy has been reviewed and refined with stakeholder involvement.

The specific actions of this MCN Strategy are organized into 6 categories: 1) Fleet & Fuel, 2) Buildings & Infrastructure, 3) Investment, 4) Purchasing, 5) Organizational Capacity, and 6) Education & Engagement. The Action Table presents 18 specific actions. City policies and resolutions associated with municipal operation emission reduction are listed.

IMPLEMENTATION OPPORTUNITIES

Federal, state, and utility programs present both requirements and opportunities for improving municipal operations, including but not limited to:

- Clean Buildings Performance Standard (HB 1257, 2019, Commerce) – large commercial buildings reduces pollution from fossil fuel consumption through early adopter incentives and compliance with energy intensity targets.
- Clean Fuel Standard (HB 1091, 2021, Ecology) – requires fuel suppliers to reduce carbon intensity of transportation fuels and stimulates economic development in low carbon fuel production. The standard includes purchasing credits for electric vehicle charging providers. Similar standards are already working in California, Oregon, and British Columbia
- Cap and Invest (SB 5126, 2021, Ecology) – caps emissions statewide and creates tradeable allowances. Funds will support climate change reduction and resilience activities
- Existing Washington State programs that award grants and loans to local governments, including but not limited to: Electrified Transportation System (Commerce), Energy Retrofits for Public Buildings (Commerce), Clean Air & Climate (Ecology), LOCAL (Treasurer), Preparedness Grants for resilient facilities (Emergency Management Division), and Enterprise Services' Energy Program
- Utility incentives are rebates: offered by Tacoma Power and Puget Sound Energy, a wide range of incentives promote high-efficiency systems, energy-conserving projects, and EV Charging

PERFORMANCE METRICS TO DATE

An important principle of evidence-based decision making involves establishing metrics which document historical patterns and track progress towards Climate mitigation goals. The following presents key performance of Municipal Operations, especially fleet and facilities:

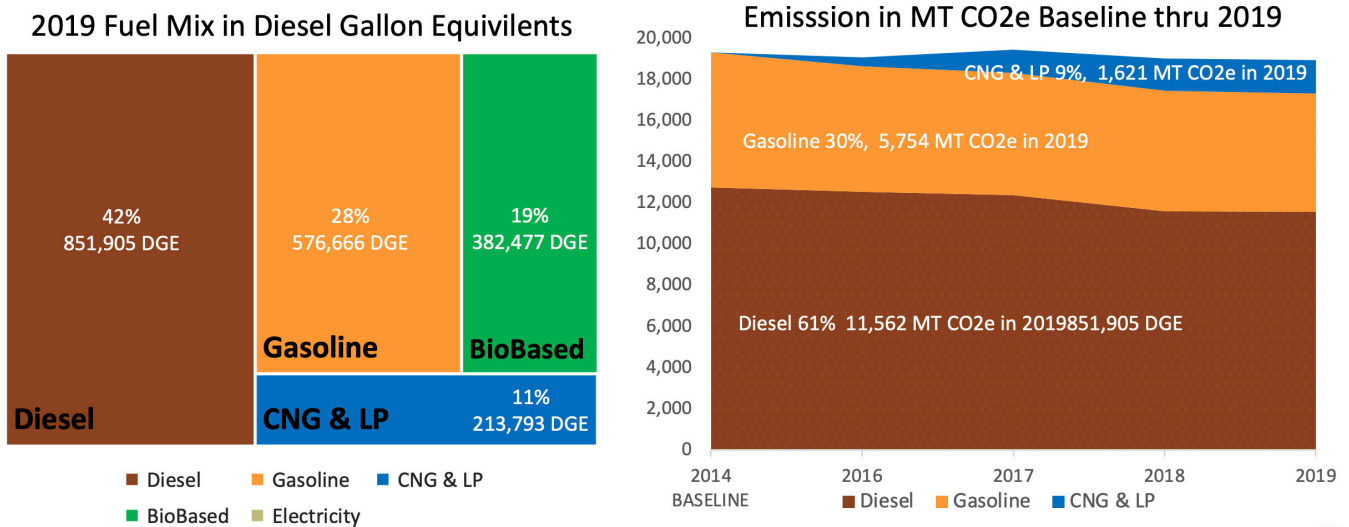


Figure 3. 2019 fuel mix vs emissions through 2019.

Diesel is 42% of the annual fuel volume and 61% of the emissions.

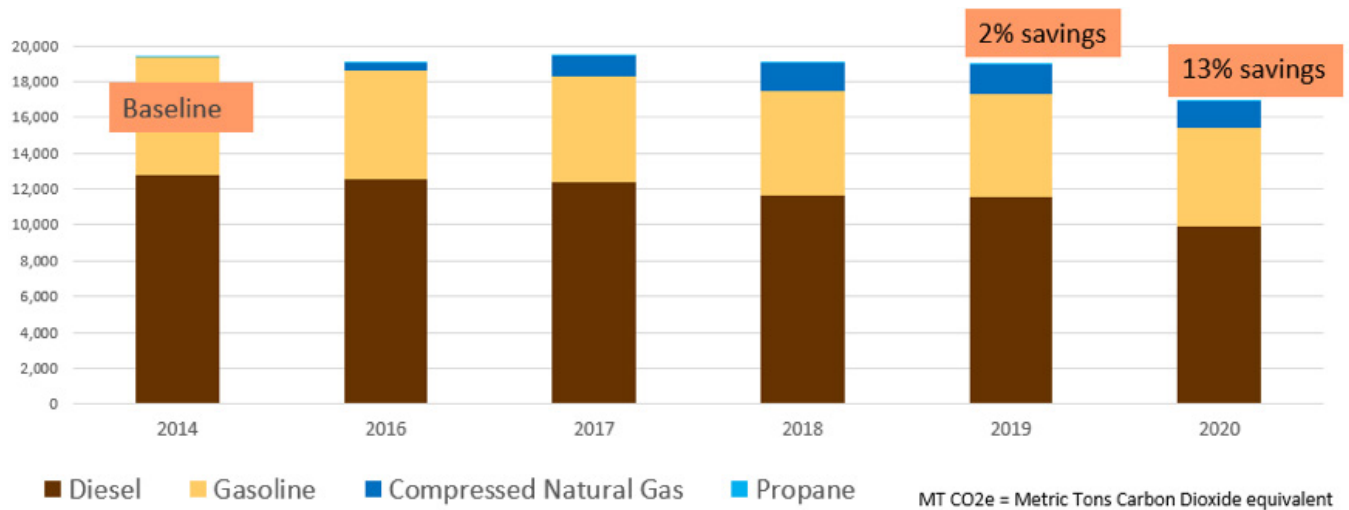


Figure 4. Fleet annual emissions in MTCO2e.

Diesel emissions have decreased, primarily through a switch from fossil-based to renewable diesel.

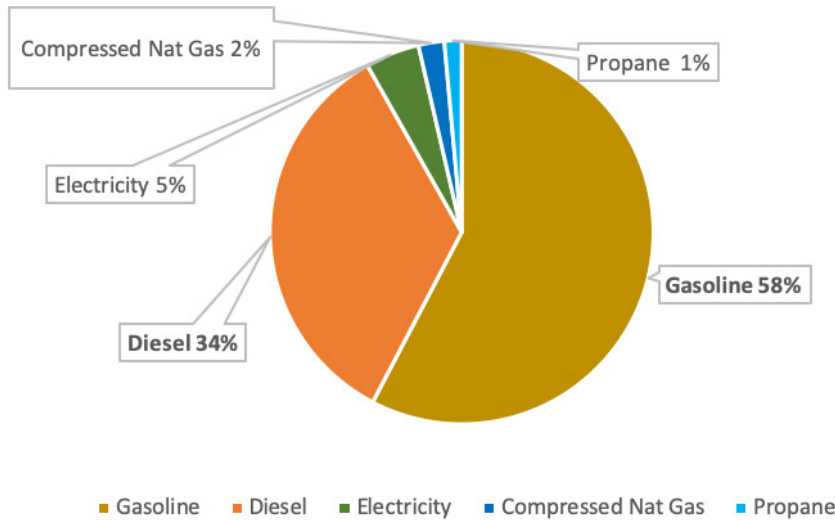


Figure 5. 2021 Tacoma city fleet by fuel type (on-road vehicles and non-road equipment).

Gasoline burning vehicles are almost 60% of vehicles, but only 30% of emissions. Diesel burning vehicles produce 50% of emissions while only accounting for 34% vehicles.

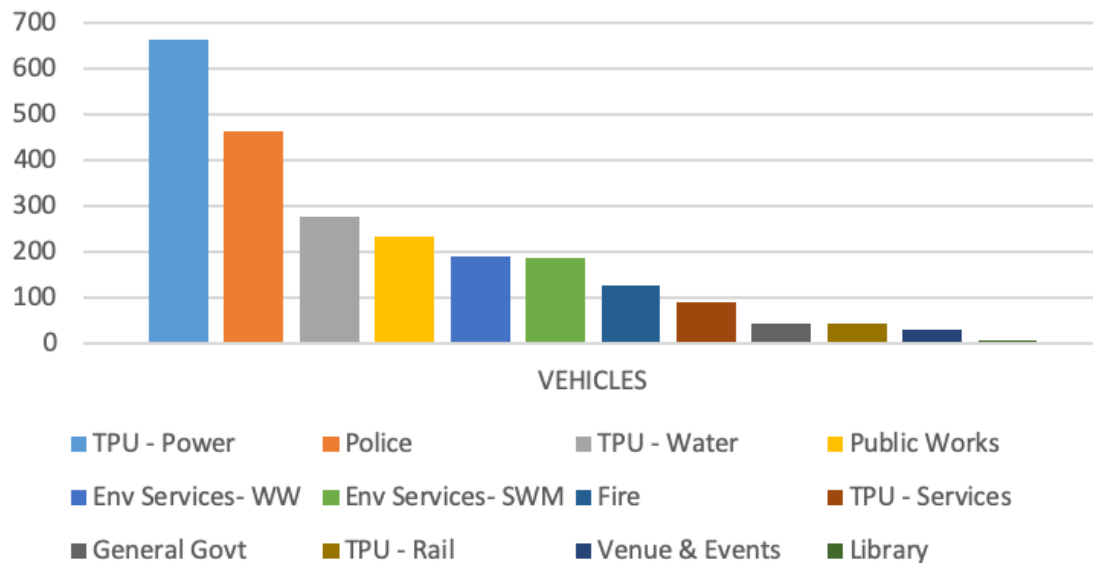


Figure 6. City fleet vehicles by department.

Five departments account for 86% of the fleet vehicles - Power, Police, Water, Environmental Services, and Public Works.

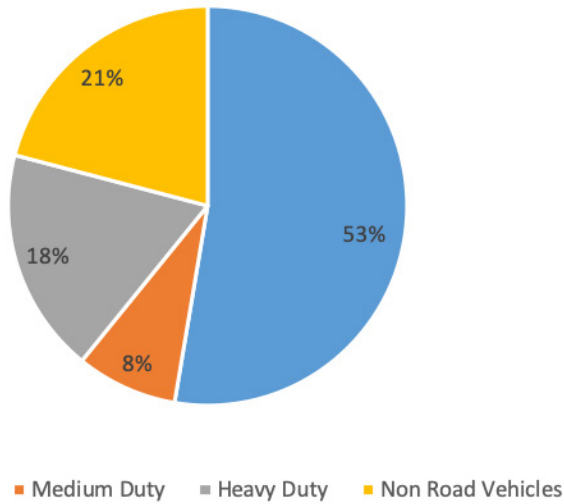


Figure 7. Fleet vehicles by duty.

While Light Duty Vehicles are 53% of the vehicle inventory, almost all are gasoline burning, accounting for less than 30% of emissions. The majority of Heavy Duty and Non-Road vehicles are diesel burning and account for nearly 50% of emissions.

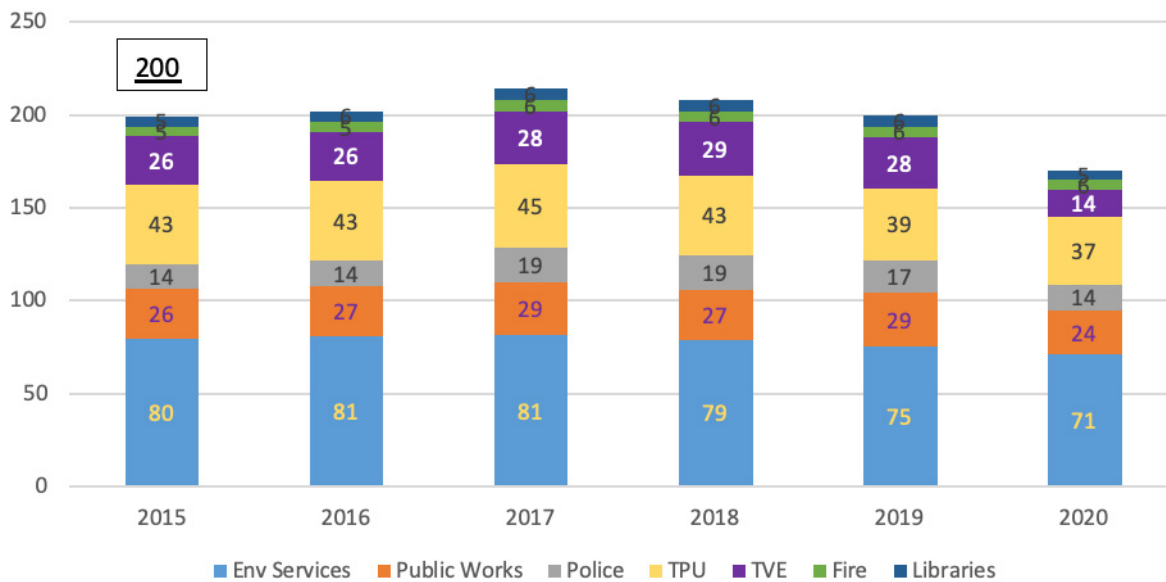


Figure 8. City facilities energy use by year.

Facilities energy in 2020 is 14% less than baseline. Lower facilities occupancy from the pandemic accounts for most of the reduction from 2019 (equivalent to baseline). Environmental Services accounts for about 40% of total, primarily from two industrial wastewater treatment plants.

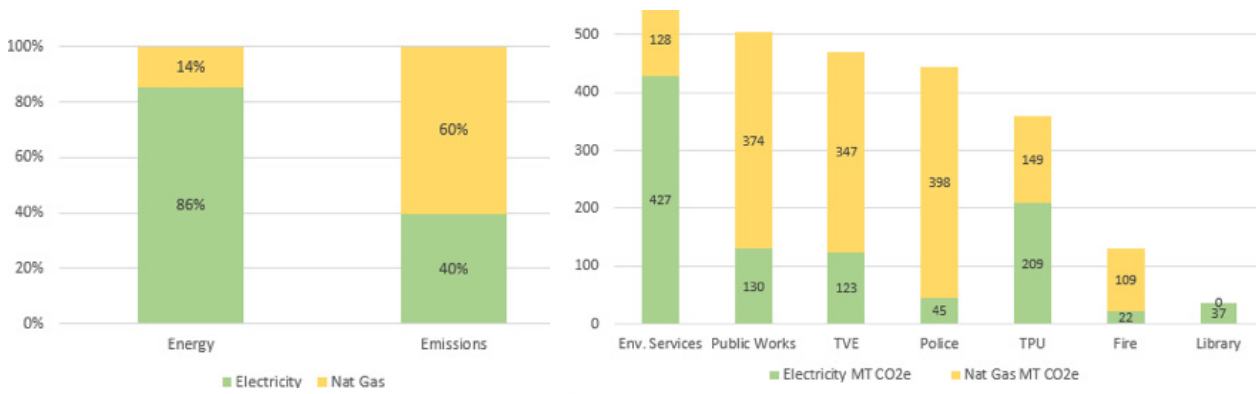


Figure 9. Top 15 City Facility Sites with Nat Gas annual use

Natural Gas has a carbon intensity 9 times higher than Tacoma Power electricity. Even though natural gas is only 14% of facility annual energy use, it is 60% of emissions. When Police, Public Works, and Tacoma Venue and Events (TVE) Departments convert their natural gas using facilities to electricity, they will significantly reduce City’s facility emissions.

Table 1. Tacoma sites with natural gas use, number of buildings listed in brackets on the right.

2019 HI-TO-LOW	SITES W/ NAT GAS USE (# OF BUILDINGS)	2020 V 2019	SYSTEM TO CONVERT TO ELECTRIC
1st	Central Wastewater Treatment Plant (20)	-18%	Process loads
2nd	Police Headquarters	-11%	Space & Water
3rd	Tacoma Public Utilities campus (9)	-17%	Space at Mech Rm
4th	Convention Center	-42%	Boilers & Water
5th	Tacoma Dome	-36%	Boilers & Water
6th	Asphalt Plant	-38%	Process Heat
7th	Police Fleet Warehouse & Admin Building	-30%	Space & Water
8th	Recovery & Transfer Ctr - Admin Building	-75%	Space, Water, & Process
9th	Tacoma Water Buildings (3)	-5%	Space & Water
10th	Beacon Senior Center	-7%	Space & Water
11th	Tacoma Municipal Building complex (2)	-28%	Space Heat
12th	Streets Ground Maint & Shop (2)	+8%	Space & Water
13th	Center For Urban Waters (2)	-17%	Water Heater
14th	North End Wastewater Treatment Plant	+14%	Process loads

2019, rather than 2020, reflects typical historical occupancy and thus is a better baseline for comparing between buildings with high use. Eleven of the fourteen buildings with the highest energy use have significant natural gas systems that can be converted to electricity, primarily through high efficiency heat pump technology.

Table 1. Municipal Carbon Neutrality Strategy 2022-2024 ACTIONS TABLE:
 These actions are to jump-start City achieving of 2030 goals

CATEGORY	ACTION	2024 OUTPUT	LEAD DEPT	SUPPORTING DEPTS	TIES TO OTHER PLANS, POLICIES	CITY INVESTMENT COST	ONE-TIME OR ON-GOING	OTHER RESOURCES NEEDED	KEY CONSIDERATIONS	ADDITIONAL BENEFITS & IMPACTS
Fleet & Fuels 1	Develop and publish quarterly report on fleet and fuel metrics, including idling telematics, with breakouts by Department and Division. Sourced from City's databases including SAP.	Reports developed and shared with supervisors as a continuous improvement and strategy action tool.	Fleet Mgmt, OEPS	IT	Fleet Decarbonization & Fuel Conservation PMP	Staff time for initial setup, ongoing analysis	On-going	Staff time and expertise	Communicate successes with staff	Cost Savings and better management
Fleet & Fuels 2	Expand bulk renewable fuel delivery at city facilities to the greatest extent needed.	Delivery established at all applicable facilities.	Fleet Mgmt	Public Works, Env Services	Decarbonization Resolution	\$100K - 750K. Site work for storage tanks, premium \$/gal declining with LCFS	On-going	Onsite Storage and access	Premium fuel price will go down with Clean Fuel Standard	Reduced localized air pollution, maintenance savings

CATEGORY	ACTION	2024 OUTPUT	LEAD DEPT	SUPPORTING DEPTS	TIES TO OTHER PLANS, POLICIES	CITY INVESTMENT COST	ONE-TIME OR ON-GOING	OTHER RESOURCES NEEDED	KEY CONSIDERATIONS	ADDITIONAL BENEFITS & IMPACTS
Fleet & Fuels 3	Using results from the EV Siting Study, Expand EV charging infrastructure at all City prioritized fleet sites, use federal & low carbon fuel standard credits for funding.	EV charging at all key facilities.	OEPS	Fleet, Facilities, Tacoma Power	Decarbonization Res 40776	~\$100K - \$1M (match)	One-time with minimal yearly fees	Grant match funds, financing	Electrical capacity needed	Clean air and maintenance savings
Fleet & Fuels 4	Increase funding for fleet capital budget to accelerate replacement with low emission vehicles.	Increased funding over historic levels.	Fleet Mgmt/ Depts	OMB	Decarbonization Res 40776	Millions	On-going	Grant funding	Prioritize high use vehicles	Increased safety and reliability
Buildings & Infrastructure 1	Implement energy saving O&M policies, procedures & guidelines for each key facility/facility type.	All facilities staff understand & implement RCM policies, procedures & guidelines. Building performance data shared and discussed regularly.	All Facility Mgmt departments (PW, TPU, ES, & TVE)	OEPS, TPU	Resource Conservation Plan, Draft Muni Sus Facilities Policy. Sustainable Purchasing Policy	\$50K to \$500K per year (staffing, materials)	On-going	Utility led Strategic Energy Management programs	Building Operator Certification training	Improved comfort, reduce maintenance and utility costs, move to pro-active maintenance

CATEGORY	ACTION	2024 OUTPUT	LEAD DEPT	SUPPORTING DEPTS	TIES TO OTHER PLANS, POLICIES	CITY INVESTMENT COST	ONE-TIME OR ON-GOING	OTHER RESOURCES NEEDED	KEY CONSIDERATIONS	ADDITIONAL BENEFITS & IMPACTS
Buildings & Infrastructure 2	Develop Opportunity Register for each facility with natural gas. Typically low-hanging fruit items that can be addressed opportunistically.	Top 2 actions completed where appropriate for each facility (emphasize NG reduction). Facilities with impending retirement may be exempted.	All Facility Mgmt departments	OEPS	Draft Municipal Sustainable Facilities Policy	\$200K to \$750K per Year (contractors, 4 departments)	On-going with yearly updating	Applications for project management and emission tracking; Sensi, GRIT, or equivalents. Operator training	Shared responsibility across staff of facility mgmt	Keep high priority actions highlighted
Buildings & Infrastructure 3	Building Tune-ups - one building per department providing facility management services (ES, TPU, PW, TVE). Systematic process completed once every 5 years.	4 facilities tuned (recommissioned) with significant facilities staff involvement to sustain benefits.	All Facility Mgmt departments	OEPS	Municipal Green Building Res 38249	\$100K to \$500K	Initial four sites	Staff specialists, tune-up contractors, Smart Buildings Center to lead preview workshop	Building selection key to reducing emissions, interplay between staff and contractor, specific staff leads assigned	Better real-time building management, more automation

CATEGORY	ACTION	2024 OUTPUT	LEAD DEPT	SUPPORTING DEPTS	TIES TO OTHER PLANS, POLICIES	CITY INVESTMENT COST	ONE-TIME OR ON-GOING	OTHER RESOURCES NEEDED	KEY CONSIDERATIONS	ADDITIONAL BENEFITS & IMPACTS
Buildings & Infrastructure 4	Complete assessment on largest facilities with largest Natural Gas loads for conversion or replacement opportunities.	Each facilities department prioritizes one facility for conversion/replacement with associated budget funds.	All Facility Mgmt departments	OEPS	Decarbonization Res 40776	\$50K - \$100K+ for consultant contract(s)	One-time	Vetted electrical equipment which can meet facilities needs	HVAC distribution may need resizing for lower output temp	Improved indoor air quality, eliminate burner maintenance & wear
Buildings & Infrastructure 5	Dedicate funding for efficiency, resiliency, and decarbonization in existing and replacement facilities, including staffing where necessary to carry out actions.	New staff hired and dedicated funding established in each fund. \$500,000 for general fund facilities.	OMB, Finance	Facility Mgmt, OEPS	Decarbonization Res 40776. Green Building Res 38249	\$5M to 15M (Capital Expense)	On-Time (projects)	Choosing based on Life Cycle Cost Analysis	Data Management system required to track and report	Improved building conditions for occupants, City funding for grant match important
Investments 1	Internal carbon pricing – shadow or real.	Price and process developed by Steering Committee.	OEPS	OMB, Finance	Sustainability in Decision Making Res 38247	To Be Determined	On-going with yearly updating	USDN, GRIT, other software	Shadow - decision analysis only. Real - department contribution/project	Connects carbon reduction more directly to procurement process

CATEGORY	ACTION	2024 OUTPUT	LEAD DEPT	SUPPORTING DEPTS	TIES TO OTHER PLANS, POLICIES	CITY INVESTMENT COST	ONE-TIME OR ON-GOING	OTHER RESOURCES NEEDED	KEY CONSIDERATIONS	ADDITIONAL BENEFITS & IMPACTS
Purchasing 1	Develop and incorporate contractor fuel emissions reduction standards into bids and contracts to ensure construction contractors doing work on the City's behalf are using fuel efficient and low polluting vehicles and equipment when feasible and practicable.	PW, ES, TVE, and TPU contracts incorporate standards into bids and contracts.	OEPS/ PW/ ES	Purchasing	EAP	0	On-going		Need to consider equity in development	Clean air
Purchasing 2	Develop a City Sustainable and Healthy Meeting policy that prioritizes low greenhouse gas generating foods, delivery, and meeting access.	Policy developed and implemented.	OEPS	Purchasing	Sustainable Purchasing/HR Policy	0	On-going			Supports local businesses
Purchasing 3	Develop and implement large venue waste reduction program and actions.	Establish incremental targets to achieve 50% increase in recycled materials, and 30% reduction in refuse off-site export by 2030.	TVE	SW/ OEPS	Sun Materials & Mgt Plan. SPP	To Be Determined	On-going		Concession contracting, on-site durables, trade association best practices	Reduced food waste

CATEGORY	ACTION	2024 OUTPUT	LEAD DEPT	SUPPORTING DEPTS	TIES TO OTHER PLANS, POLICIES	CITY INVESTMENT COST	ONE-TIME OR ON-GOING	OTHER RESOURCES NEEDED	KEY CONSIDERATIONS	ADDITIONAL BENEFITS & IMPACTS
Organizational Capacity 1	Department Resource Conservation & Climate Plans.	Department Plans developed with annual reporting.	OEPS	HR-CI	REAPs	0	On-going	Training and support	Coordination with Racial Equity Action Plans	Staff engagement
Organizational Capacity 2	Capital Projects inter-departmental team convenes to ensure all capital projects, including upgrades and maintenance, include sustainability (urban forestry, art, historic preservation, ADA, stormwater, active transportation, climate mitigation, and adaptation) review.	Team created and active; Meet at least six times per year.	City Managers Office		Green Buildings Resolution, Urban Forestry Plan, Stormwater LID standards, cultural and historical preservation standards	0	On-going	Scheduling of meetings		Staff coordination & better projects

CATEGORY	ACTION	2024 OUTPUT	LEAD DEPT	SUPPORTING DEPTS	TIES TO OTHER PLANS, POLICIES	CITY INVESTMENT COST	ONE-TIME OR ON-GOING	OTHER RESOURCES NEEDED	KEY CONSIDERATIONS	ADDITIONAL BENEFITS & IMPACTS
Education & Engagement 1	Annual Directors Presentation/Training.	Annual presentation/training occurs.	OEPS			0	On-going			
Education & Engagement 2	One City Stewards program - assemble inter-department, cross-functional team to participate in tours that showcase projects / facilities contributing to climate mitigation / adaption , and triple-bottom line sustainability.	First cohort initiated in 2022.	OEPS-Envirochallengers		Comprehensive Plan, Tacoma 2025, Sustainable Materials Management Plan, Climate Action Plan, others	Minimal	On-going	Site hosts, staff time, safety equipment	Departmental recruitment communication	Staff education, departmental sustainability champions, improve customer services

CATEGORY	ACTION	2024 OUTPUT	LEAD DEPT	SUPPORTING DEPTS	TIES TO OTHER PLANS, POLICIES	CITY INVESTMENT COST	ONE-TIME OR ON-GOING	OTHER RESOURCES NEEDED	KEY CONSIDERATIONS	ADDITIONAL BENEFITS & IMPACTS
Education & Engagement 3	Sustainability integrated into new employee orientation and onboarding.	Full suite of resources developed, initial use in 2022, 100% employee participation by 2024.	OEPS	HR	Commuter Trip Reduction program, Active Transportation program, Motor Pool Policy, Recycle Right program, Municipal Carbon Neutrality Strategy, and applicable Personnel Management Policies	Modest	On-going	City's training platforms, including Linked In Learning, department specific onboarding"	Delivery method - in person, online live or recorded	Reduced fleet fuel and associated emissions, increased transit uses and micro-mobility, reduced refuse

POLICIES & RESOLUTIONS ASSOCIATED WITH MUNICIPAL OPERATIONS GREENHOUSE EMISSION REDUCTIONS

1. [City Council Decarbonization Resolution 40776](#) (April 2021): reduces the City’s municipal carbon footprint by restricting the use of natural gas and new fossil fuel for existing facilities and fleet future capital investments, encouraging other local jurisdictions to do the same, and assessing impacts for imposing the same restrictions on new commercial and residential construction; effective January 1, 2022.
2. [City Council Climate Emergency Resolution 40509](#) (December 2019): declares the threats of climate change require immediate action to minimize harm to current and future generations, and therefore constitutes a public emergency. Requires an organization-wide assessment of current Greenhouse Gas emission and set 10-year reduction targets towards making City operations carbon-neutral by 2050; to be done in coordination with update of City’s Climate Action Plan.
3. WA State law [RCW 43.16.648](#) and [Chapter 194-29 WAC](#) require clean vehicle and fuel purchases and describes “Practicable Use of Electricity and Biofuels to Fuel Local Government Vehicles, Vessels, and Construction Equipment.”
4. WA State [Clean Fuel Standard](#) for transportation fuels ([E3SHB 1091](#), May 2021): Department of Ecology is responsible for implementation toward curbing carbon pollution from transportation. The Standard requires fuel suppliers to gradually reduce carbon intensity of fuels to 20% percent below 2017 levels by 2038. Fuel suppliers can achieve carbon intensity reductions through several market-based pathways, including: improving efficiency of fuel production processes, producing or blending low-carbon biofuel, and, purchasing credits generated by low-carbon fuel providers such as electric vehicle charging providers.
5. WA State [Climate Commitment Act \(SB 5126\)](#), May 2021): Known as Cap and Invest, the act aims to deliver certainty of emission reductions at the scale and pace required to address climate change while co-benefits foster a more prosperous, equitable, and resilient Washington. Cap and Invest is a market-based approach that allows businesses to find the most efficient path to lower carbon emissions.
6. WA State [Clean Buildings Performance Standard](#) (E3SHB 1257, 2019): The Department of Commerce is responsible for implementing this standard towards lowering costs and pollution from fossil fuel consumption in the state’s existing buildings, especially large commercial buildings (50,000 Sq Ft Gross Floor Area and above). The Standard includes early adopter incentives, and a non-compliance penalties reporting schedule.
7. [City Council Municipal Green Building Resolution 38249](#) (2011): all new or renovated City facilities must strive for LEED Gold certification. All new construction and major renovation must exceed current WA State Energy Code by at least 5%. All existing LEED-certified municipal buildings must strive towards LEED Existing Building Operation and Maintenance Silver certification.

8. [City Council Life-Cycle Assessments Resolution 38188](#) (2011): expresses support of life-cycle assessments and life-cycle thinking in City relevant legislation and management decisions.
9. [City Council Sustainable Purchasing Policy Resolution 38248](#) (2011): prioritizes doing businesses with vendors who best align with City's sustainability goals, develop resources for staff to produce sustainable procurement, and empower staff innovation to meet policy goals.