



CITY OF TACOMA

SUSTAINABLE TACOMA COMMISSION

HYBRID MEETING

DRAFT AGENDA
THURSDAY, MAY 16, 2024
5:00 PM TO 7:00 PM

This meeting will be held both virtually and in-person. In person location is the Tacoma Municipal Building, 747 Market St, room 248.

The Tacoma Municipal Building is served by Pierce Transit bus routes 1, 2, 11, 16, 45, and 57. Visit www.tripplanner.piercetransit.org to find your route. The Tacoma Municipal Building also has bike racks at the Market Street and St. Helens Ave entrances. Visit www.cityoftacoma.org/mobility for a map of Tacoma bikeways.

Meeting phone line: (253) 215-8782

Meeting hyperlink: <https://us02web.zoom.us/j/84328083947?pwd=YXo2N1dURXJhRkxpSHNMMnZhRTIGQT09>

Meeting ID: 843-2808-3947

Meeting password: 253253

Microphones will be muted and cameras turned off for all meeting participants, except for the Commissioners and staff presenters. Public comments will be accepted in meeting during the time set aside by the agenda. In addition, the Commission encourages community members to submit written comments prior to the meeting by 4:00 p.m. on May 16, 2024. Please e-mail your comments to lfarmer2@cityoftacoma.org, put in the subject line "STC Meeting 5/16/24", and clearly indicate which agenda item(s), if any, you are addressing.

- I. CALL TO ORDER AND EXTENDED ROLL CALL
- II. APPROVE MAY 16 AGENDA AND APRIL 18 MINUTES
- III. PUBLIC COMMENTS
- IV. STAFF UPDATES
- V. CHARTER REVIEW AMENDMENT - DISCUSSION
- VI. CLIMATE ACTION PLAN - DISCUSSION
- VII. PUBLIC COMMENTS
- VIII. OBJECTIVES FOR NEXT MEETING
- IX. ADJOURNMENT



**City of Tacoma
Sustainable Tacoma Commission
Meeting Minutes**

Date: April 18, 2024

Commission Members Present: Matthew Benedict (in-person), Evlondo Cooper (Co-Chair), Sheena Hewett (in person), Adam Reichenberger, Laura Svancarek (in-person), Casey Twiggs, Lowell Wyse (in-person), Mike Chang (in-person), Margaret Schwertner, Tony Ivey, Devynee Ye, Lexi Brewer

Commission Members Excused:

John Doherty, Adam Reichenberger, Joy Muhammed

Others Present:

Office of Environmental Policy & Sustainability: LaKecia Farmer, Carson Brock, Kristi Lynett

Call to Order & Roll Call

This meeting was called to order by Commission Co-Chairperson Casey Twiggs at 5:02pm

Unanimous Approval of March 21, 2024 Meeting Agenda

Unanimous Approval of February 22, 2024 Meeting Minutes

Public Comment

No public comments were delivered verbally during this agenda item.

Staff Updates

- Tony's last meeting
- Joy's first official meeting will be May 16
- Sustainability Expo

Other Business Items- Sustainability Small Grants

Staff went over:

- Projects for each utility
- Previous vote format
- Evaluation Criteria
- Full funding, Some Funding, No Funding for each project
- Recuse yourself/abstain if conflict of interest

\$100,000 total for the year

Total for Round 1 IF all projects were funded how much all utilities would pay and there would be around 40,000 left over for the next round

Proposed template for grant makes sure to include any limitations or conditions that need to be addressed before project gets funded.

1. Addressing Furniture Waste and Collection Zero Waste Washington Application
Adam Riceburger makes a motion to fund Addressing Furniture Waste and Collection grant application for amount of \$4995.50 (Motion Passes)
2. TCC Nature Area Native Species Project
Casey Twiggs makes a motion to fund Addressing Furniture Waste and Collection grant application for amount of \$5000 (Motion Passes)
3. Blueberry Park Community Garden Improvements
Lexi Brewer makes a motion to fund Blueberry Park Community Garden Improvements grant application for amount of \$5000 (Motion Passes)
4. Rain Garden Learning Project
makes a motion to fund Rain Garden Learning Project grant application for amount of \$5000 with the condition that the benefiting utilities approve location (Motion Passes with conditions)
5. Trashy Bike Festival
Matthew makes a motion to fund Trashy Bike Festival grant application for amount of \$5000 with the condition that the benefiting utilities request, and confirmed letters of support (Motion Passes with conditions)
6. Seeds of Sustainability No till Farming Initiative
Matthew makes a motion to fund Seeds of Sustainability No till Farming Initiative grant application for amount of \$4130 with the condition that the benefiting utilities request location, and provide more detail on scope and education (Motion Passes with conditions)
7. Plastic Recycling
Matthew makes a motion to deny application and encourage applicant to reapply, with the guidance of staff (Motion Passes)
8. Pedaling for Produce \$5,000
Matthew makes a motion to funding for Pedaling for Produce for the full grant amount (Motion Passes)
9. Trees in the North End Neighborhood for 5,000 do
Lexi makes a motion to approve (Motion Passes)
10. Healing Connection: Second Annual Conference
Matthew motions to deny application (Motion Passes)
11. Community Impact Initiative
Casey Twiggs makes a motion to fund Addressing Furniture Waste and Collection grant application for amount of \$5000 (Motion Passes)
12. 2024 Tacoma Ocean Fest 2024
Lexi motions to approve grant for 5,000 dollars (Motion Passes)

Other Business Items- Charter Review Subcommittee

Charter Review Committee has 30 -40 recommendations being brought up April 22nd for public comment

- Includes for the city to have a carbon budget
- STC would have more accountability and responsibility

The subcommittee will be called before the May meeting to write a draft letter.

Public Comment

No further public comments were delivered verbally during this agenda item.

Tentative Objectives for the Next Meeting (May 16, 2024)

- Climate Action Plan Progress Report

Adjournment

The meeting was adjourned at 7:20pm.

The next meeting of the Sustainable Tacoma Commission will be held hybrid on Thursday, May 16th, 2024, at 5:00pm, on zoom and at Tacoma Municipal Building, room 248.

Evlondo Cooper and Margaret Schwertner, Co-Chairs

LaKecia Farmer and Carson Brock, Staff / Note Takers

Sustainable Tacoma Commission (STC)

4/18/2024 Hybrid Public Meeting

Welcome

Commissioners

Members of the public

Presenters and staff support:

City of Tacoma, Office of Environment Policy and Sustainability:

LaKecia Farmer, Carson Brock, Kristin Lynett

Rochelle Gandour-Rood, Tacoma Public Utilities



Office of
Environmental Policy
and Sustainability

Call to Order



Land Acknowledgment

ʔuk'wədiid čət ʔuhigwəd txwəl tiit ʔa čət ʔal tə swatxwixwtxwəd ʔə tiit puyaləpabš. ʔa ti dxwʔa ti swatxwixwtxwəd ʔə tiit puyaləpabš ʔəstətəlil tul'al tudīʔ tuhaʔkw. didiʔt ʔa həlgwəʔ ʔal ti sləx̄il. dxwəstətəliis həlgwəʔ gwəl λ'uyayus həlgwəʔ gwəl λ'uλ'axwəd həlgwəʔ tiit bədədəʔs gwəl tixdxw həlgwəʔ tiit ʔiisəds həlgwəʔ gwəl λ'uʔalalus həlgwəʔ gwəl λ'utxwəlšucidəb. x̄wəla ···b ʔə tiit tuyəl'yəlabs.

We gratefully honor and acknowledge that we rest on the traditional lands of the Puyallup People. The Puyallup people have lived on this land since the beginning of time. They are still here today. They live, work, raise their children, take care of their community, practice their traditional ways and speak the Twulshootseed language – just as their ancestors did.



Office of
Environmental Policy
and Sustainability

Extended Roll Call

Give a 45 second introduction (name, pronouns, what you do, what you like to do)

Commission Members

Matthew Benedict

Lexi Brewer

Mike Chang

Evlondo Cooper (Co-Chair)

John Doherty

Sheena Hewett

Gloria (Joy) Kazuko Mohammad **(Welcome!)**

Adam Reichenberger

Margaret Schwertner

Laura Svancarek

Casey Twiggs (Co-Chair)

Lowell Wyse

Devynee Ye

Agenda – 5/16/2024

I. CALL TO ORDER AND ROLL CALL

II. APPROVE APRIL 18 AGENDA AND MARCH 21 MINUTES

III. PUBLIC COMMENTS

IV. STAFF UPDATES

V. SUSTAINABILITY SMALL GRANTS - VOTE

VI. CHARTER REVIEW AMENDMENT - DISCUSSION

VII. PUBLIC COMMENTS

VIII. OBJECTIVES FOR NEXT MEETING

IX. ADJOURNMENT

(Motion)



Office of
Environmental Policy
and Sustainability

4/18/2024 Meeting Minutes Approval

(Motion)



Office of
Environmental Policy
and Sustainability

Public Comments



Office of
Environmental Policy
and Sustainability

Staff Updates

- Building decarbonization / resilience hubs
- Home in Tacoma Phase II
- Comp plan / Transportation Maser Plan



Office of
Environmental Policy
and Sustainability

Subcommittee Reports

- Permit
 - Reached out to PDS staff to give an overview to full STC about permit/EIS process



Office of
Environmental Policy
and Sustainability

Other Business Items

Charter Review Subcommittee



Office of
Environmental Policy
and Sustainability

Other Business Items

Climate Action Plan Progress Report



Office of
Environmental Policy
and Sustainability

Public Comments



Office of
Environmental Policy
and Sustainability

Objectives for Next Meeting (June 20)

- Urban Forestry: DNR Grants and Community Tree Program (w/TTF)
- Council Meetings prep
- Permits/EIS



Office of
Environmental Policy
and Sustainability

Adjournment

(Motion)

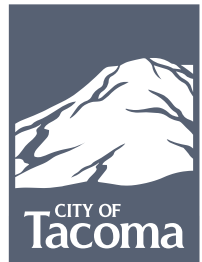


Office of
Environmental Policy
and Sustainability



TACOMA 2030 CLIMATE ACTION PLAN

2023 PROGRESS REPORT



LETTER FROM THE MAYOR

I'm pleased to share this progress report on our Climate Action Plan (CAP), which captures the daily work taking place over the last year to deepen our city's commitment to reducing our contribution to climate change and adapting to real climate concerns facing our community.

This is year two on our way to meeting our 2030 goals, which will help us reach net zero emissions by 2050. This report covers the how of our climate work, work that is connected to improving community health and safety, green jobs, and equity. This report also covers the why, which is to do our part to ensure a better tomorrow for our residents.

Reflecting on the last year, it is clear we are in a moment that is rich with opportunity. The alignment we are experiencing between funding opportunities, partnerships across our city and our region, and the brilliant ideas coming out of communities most impacted by climate change for how to respond to this moment is really powerful. We are in the perfect time and place to make a difference in curbing carbon pollution, protecting communities facing the impacts of climate change most directly, and building an equitable, climate resilient future.

I'm proud of the work our teams have done to secure exciting new federal and state grants. It is just as moving to see how much time and care has been put in by community members to help inform the City's future path with housing and economic development planning efforts, participatory budgeting, and the second year of the Climate Leadership Cohort.

At its heart, the CAP is a recognition that we all have a role to play in making this vision a reality. I invite everyone to join us and find your place in helping Tacoma reach and exceed our 2030 goals.

Learn more at www.cityoftacoma.org/climate.

Yours in Service,



Victoria R. Woodards
Mayor

LETTER FROM THE SUSTAINABLE TACOMA COMMISSION

This next year is a pivotal year for climate action - every action that we make in the City of Tacoma now can prevent some of the worst impacts of climate change in the future. The Sustainable Tacoma Commission is proud of the progress that the City of Tacoma has made in implementing many of the Climate Action Plan's near-term actions, which will set the stage for big moves in the future for the betterment of all. We are especially heartened to see how the broader community was able to get even more involved in 2023 - as actions touched all corners of our Tacoma community, not just municipal operations.

At the same time, it is important that the City of Tacoma retains a sense of urgency in implementing these actions, and we continue to look to the City to build more capacity and momentum towards achieving net zero carbon emissions by 2050. While we appreciate the City & the Office of Environmental Policy & Sustainability in bringing transparency to our progress on climate action and continuing to report out on all actions, including those that have not progressed since the last report, we know that this Plan is only the start of the solutions needed to prepare our communities for future climate impacts. As such, we look forward to seeing how the City can use these annual reports to design and pursue new creative solutions to ensure we meet our commitments in the coming year and beyond.



THE WHY

The Climate Action Plan lays a path towards **reaching net-zero emissions in 2050**, in a way that helps us build a Better Tacoma in 2030. The Plan is a commitment to doing our part through immediate and long-term investments to address the climate crisis and improve community health, safety, job opportunities, and equity.

We planned and are now working to both reduce our carbon pollution and adapt to the worsening impacts of our changing climate. That means better living, breathing, resource use, togetherness, opportunities, and preparedness for everyone.

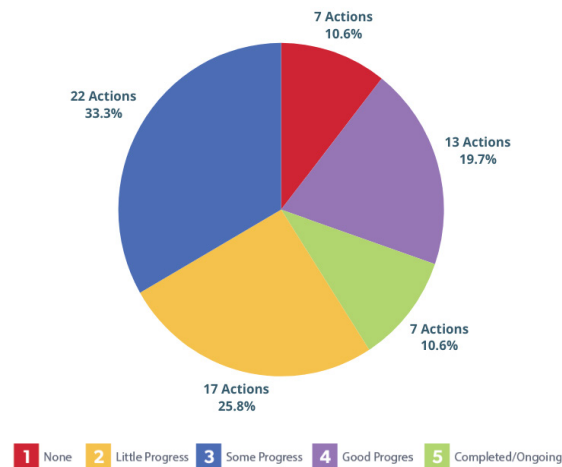
During our **second benchmark year of 2023**, we...

- Were awarded **19 federal and state grants totalling \$25.5 million** to carry out innovative climate work and establish long-term planning strategies, notably in the areas of shoreline habitat restoration and climate resilience and electric vehicle charging;
- Brought on new staff to support key strategies within the CAP;
- Made significant progress or completed critical planning processes, including: Home in Tacoma Phase 2, a resilience hub assessment, and the Green Economy Strategy;
- Educated and engaged with various groups within the Tacoma community through culturally relevant and language-specific engagement;
- Directed our work towards advancing equity within our urban forestry work and food access programs; and
- Executed pivotal actions crucial to our efforts towards achieving our ambitious 2030 goals.

A lack of capacity to implement cross-cutting strategies and coordinate across various projects was a significant challenge in 2023, and presents one of our biggest barriers for scaling up the work to meet our goals.

We produce these progress reports as a **commitment to transparency** because we need every Tacoman to be engaging in making sure we meet our commitments. The Plan follows indicators for a Better Tacoma and set 2030 targets. These guide our work towards improving the lives and wellbeing of all Tacomans, while we transition our economy and infrastructure towards a sustainable path.

GRAPH 1 Action Progress as of 2023



In 2022, we identified ten priority actions to jumpstart the implementation of the Plan. Although we didn't always hit the mark in 2022, we made strides in 2023 and the jumpstart actions still guide us in our efforts.

The Plan has identified **indicators for a Better Tacoma and set 2030 targets**. Finishing up our second full year dedicated to reaching our climate objectives, it's imperative to applaud the strides we've made and identify areas where progress remains stagnant. As we venture

into the new year, it is vital for every department to fully commit to their roles in achieving our targets and executing necessary actions.

As a port city, we know through our interconnectedness with communities and economies across the globe that we do not have full control of the outcomes of our actions. Our ability to meet these goals also depends on partnerships with other entities and bold climate action at every level of governance. But at the same time, we do not underestimate our own ability to make a difference in the lives of our community here and around the world. This Plan is a critical first step towards delivering care and wellbeing to our City and our planet.

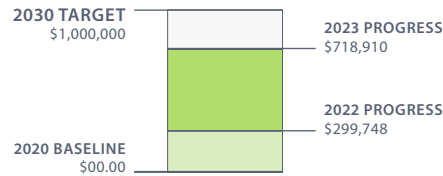
INDICATORS



Increase community-led climate equity projects and programs

Sector: Governance and Engagement

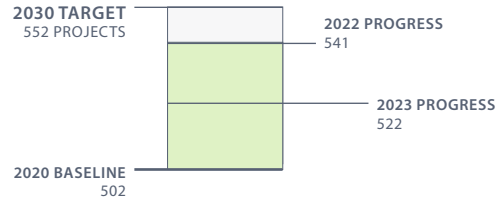
+71.9%



Increase community food projects, including community gardens, food forests, orchards, farms, food rescue efforts, and farmers markets.

Sector: Natural Systems & Local Food

+40%



SUCCESS STORIES



In 2023, our urban forestry program employed diverse multilingual engagement strategies, collaborating with Language Ambassadors fluent in Spanish, Ukrainian, Vietnamese, and Russian. These Ambassadors facilitated translations of tree education materials and conducted focused outreach efforts, resulting in increased participation from different language-speaking communities. Through their assistance, we fostered trust and meaningful connections, overcoming barriers and ensuring genuine engagement in our urban forestry initiatives.



Several Tacoma Climate Leadership Cohort members shared their positive experiences which can be found at tacomatreefoundation.org/climate-leaders. One member, Shadiamon Barnes, shared "I urge and encourage anyone that's looking to get involved in their community to join this, especially if you are passionate about environmentalism and climate change and action. This is a great place to be- you have great support, and you will be surrounded by like-minded people who have the same ideas as you."

SUCCESS STORIES



As part of implementing the City's Green Economic Development Strategy, a **business retention-expansion workgroup** is meeting with local companies to celebrate private sector accomplishments in climate-related innovation and providing information on resources to help companies grow greener.

THEMES

By 2030, City of Tacoma, partners, and communities are equally invested in taking leadership on climate action to build resilient and connected neighborhoods.

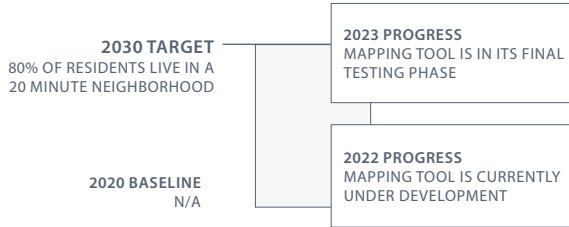
- The City deepened existing relationships with community partners and focused on vulnerable populations
- With several different programs, the City was able to grow community leadership and collaborative spaces.
- Some scaling up was on pause. For instance, a revision of the Small Sustainability Grant created a delay in funding, hampering the City's ability to scale up partnerships and action across Tacoma.

INDICATORS



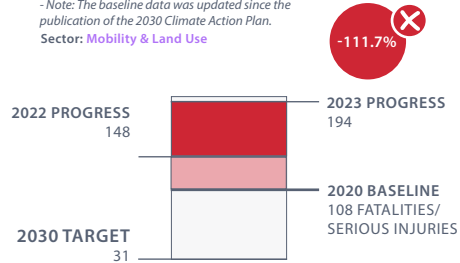
Increase compact, complete, walkable neighborhoods

Sector: Mobility & Land Use



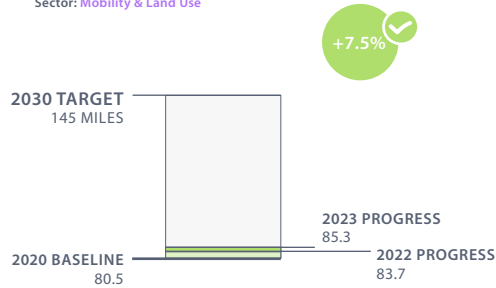
Eliminate fatalities and serious injuries from collisions by 2035 to achieve Vision Zero

- Note: The baseline data was updated since the publication of the 2030 Climate Action Plan.
Sector: Mobility & Land Use



Increase bicycle infrastructure miles by 80%

Sector: Mobility & Land Use



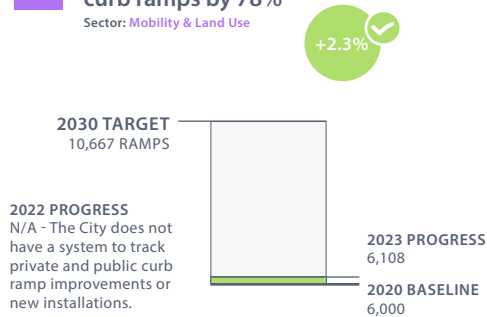
Increase miles of sidewalks by 14%

Sector: Mobility & Land Use



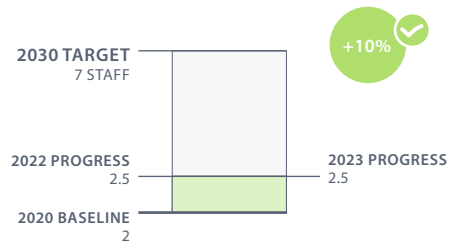
Increase number of ADA-compliant curb ramps by 78%

Sector: Mobility & Land Use



Increase active transportation and transit staffing to reach League of American Bicyclists gold-level staffing

Sector: Mobility & Land Use



SUCCESS STORIES

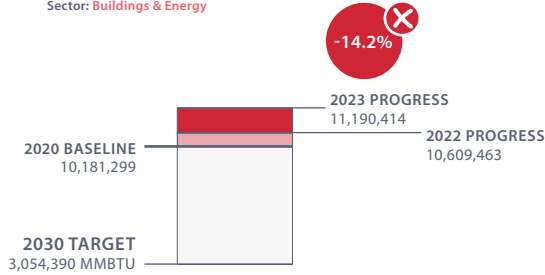


Through 2023, the City conducted citywide engagement in regard to Home in Tacoma Phase Two that was both broad, equitable and targeted. The City completed two rounds of engagement and received about 2000 comments. The City partnered with Language Ambassadors and Housing Equity Champions to get the word out to more Tacoma residents. The City also invited input from sustainability, housing, historic preservation, youth, neighborhood, and community groups. The intent was to ensure the Home in Tacoma proposals are balanced, thoughtful and multifaceted.

INDICATORS

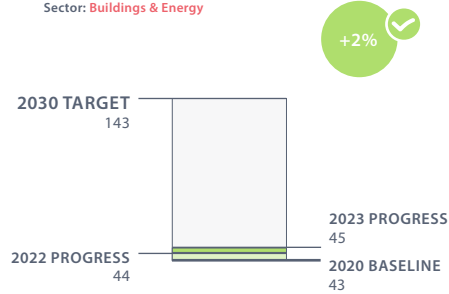
Reduce fossil fuel energy use from buildings by 33%

Sector: Buildings & Energy



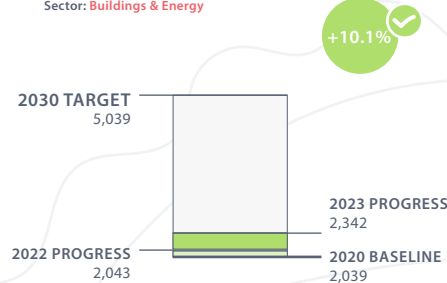
Increase number of green certified: Commercial Buildings

Sector: Buildings & Energy



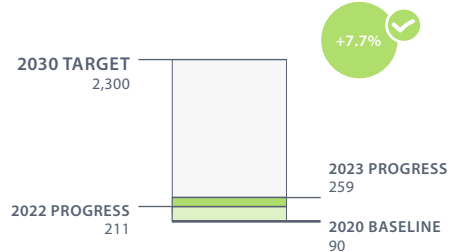
Increase number of green certified: Housing Units

Sector: Buildings & Energy



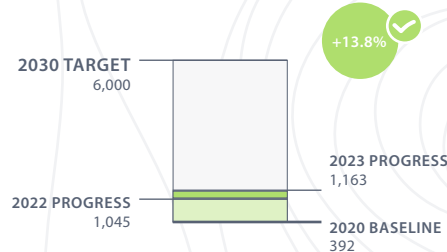
Increase number of: Preserved Housing Units

Sector: Buildings & Energy



Increase number of: New Affordable Units

Sector: Buildings & Energy



KEY When progress value exceeds the baseline, data and icon is shown in green with a check mark.

When progress value is behind the baseline, data and icon is shown in red with an X mark.

SUCCESS STORIES



The City's **Home in Tacoma Project** is striving to make housing choice available and reduce costs for everyone. The project proposals, drafted in 2023, prioritize sustainability and climate by supporting more housing within the City and within our most walkable and complete neighborhoods. It supports transportation choices and reduces household transportation costs. The proposal also incentivizes retaining existing structures when building units, which means not wasting the embodied carbon they represent.

THEMES

By 2030, Tacoma has affordable, emissions-free housing, quality, local food and green spaces, and safe, efficient transportation. We're all able to meet our needs without having to travel far.

- There are many areas where the CAP intersects with other large city planning processes, cross-jurisdictional players, and large federal funding opportunities. As big undertakings progress, there is still a general lack of staff capacity to manage other areas of overlap.
- In 2023, the City led on expanding energy efficiency and fossil fuel reduction in buildings through public input and business support
- The City's planning efforts this year focused on access to the South Tacoma Sounder Station and Tacoma Dome Link Extension, the latter led the City to meet the goal of building affordable housing near transit.
- The City completed some Active transportation (biking & walking) projects, including a 15-minute neighborhood map.

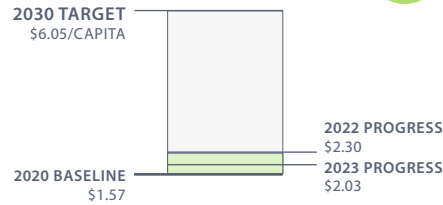
INDICATORS



Exceed national average per capita rate spent on tree care

Sector: Natural Systems & Local Food

+10.3% ✓



Increase tree planting and care in high heat, very low and low opportunity equity neighborhoods

Sector: Natural Systems & Local Food

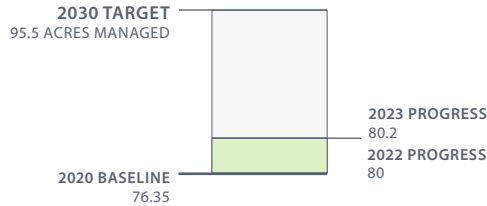
+8.4% ✓



Increase acres of: actively managed open space ecosystem habitat

Sector: Natural Systems & Local Food

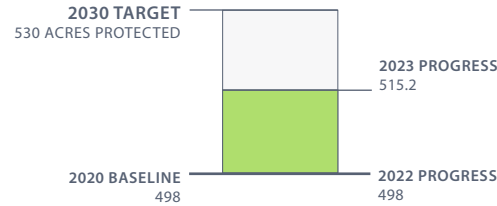
+21.2% ✓



Increase acres of: protected open space ecosystem habitat

Sector: Natural Systems & Local Food

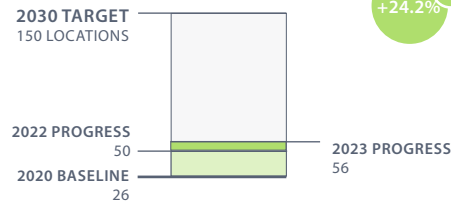
+53.8% ✓



Increase public electric vehicle charging locations: city-wide

Sector: Mobility & Land Use

+24.2% ✓



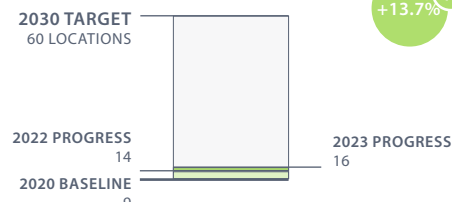
NOTE: MORE ACCURATE DATA WAS USED, SO BASELINE, ANNUAL #S AND TARGET MODIFIED FROM 2022.



Increase public electric vehicle charging locations: in low and very low opportunity equity neighborhoods

Sector: Mobility & Land Use

+13.7% ✓



NOTE: MORE ACCURATE DATA WAS USED, SO BASELINE, ANNUAL #S AND TARGET MODIFIED FROM 2022.

SUCCESS STORIES



"I own the property and the resident is my mom, she has arthritis and is Spanish speaking only. Because you sent a Spanish speaking volunteer to plant the trees, she was able to ask questions and be a part of the planting. Thank you." - Rosa (Community Tree Program participant)

THEMES

By 2030, we are stewards of healthy natural spaces and honor our relationship with the land. Through increasing the use of active transportation and transit, and use of electrification and renewable energy, our air is free of pollution and healthy for our human and nonhuman residents.

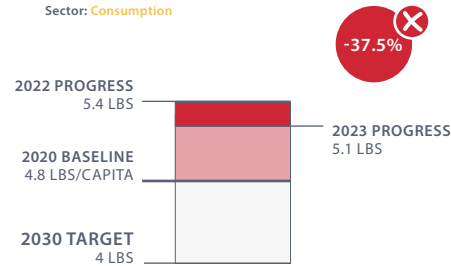
- The City made progress towards building an inventory of public trees and distributing 500 trees to households largely in low-opportunity neighborhoods
- Actions related to increasing habitat restoration and urban forestry hit capacity challenges.
- For low carbon mobility options, some progress was made through zoning to improve walking, biking, and transit options. The City continues to maintain 15 EV charging stations established last year in low opportunity neighborhoods.
- Tacoma Rail gained federal funding for critical efforts

INDICATORS



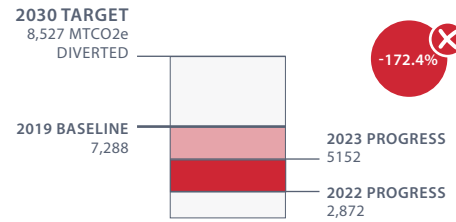
Decrease per-capita waste generation

Sector: Consumption



Increase metric tons of GHGs from diverted materials from Recycling and Recovery Center

Sector: Consumption



SUCCESS STORIES

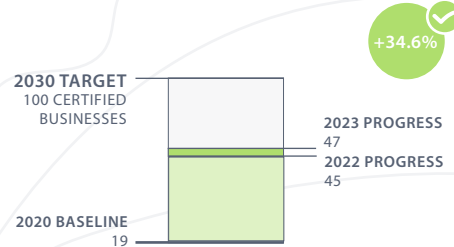


Environmental Services' Commercial Collection group was able to identify several commercial customers to participate in the **wood chips recycling pilot**. The Operations group made approximately 450 yards of uncolored wood chips. Environmental Services spread approximately 200 yards of those chips on their site for them to see how the chips hold up before they "branch" out in providing chips to a customer base.



Increase number of EnviroStar businesses

Sector: Consumption



THEMES

By 2030, Tacoma is home to a thriving circular economy where materials are reused, and products are built to last and are repaired. We share with our neighbors and eliminate waste. Critical efforts: Tacoma Rail was awarded the funds to purchase 3 battery-electric trains.

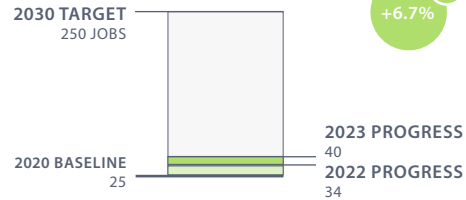
- Efforts to address waste and emissions from construction & demolition, industrial businesses, and the disposal of high GHG impact reusable and recyclable materials are slow but moving.
- Solid Waste received an EPA Recycling Education and Outreach grant and will also get data from a study to inform future diversion options for food waste.
- Tacoma Public Utilities (TPU) installed 99% of its water meter infrastructure and will now allow for data on water consumption patterns.
- In order to align the use of City resources with our sustainability goals, the City added a CAP-related screening question to the '23-'24 budget request process and added sustainability criteria to the capital prioritization process.

INDICATORS



Increase number of green jobs (as measured by tax credit)

Sector: Green Economy



SUCCESS STORIES



Tacoma's Green Economic Development Strategy includes an initiative to make Tacoma a testbed for new technologies to improve sustainability and company profitability at the same time. Through the initiative Phase I of the **Tacoma Blue Edge (5G) Network** was installed and includes plans for environmental monitoring sensors throughout the tideflats. "TBEN" includes the opportunity for companies and entrepreneurs to innovate related to logistical efficiency, worker safety, and environmental improvements.



Tacoma, in partnership with Workforce Central and other private and public partners, is creating an **asset map of workforce training programs** relevant to a "greening economy" and will host the first Tacoma-Pierce Green Jobs Summit in 2024. The workforce effort is one of the initiatives in Tacoma's Green Economic Development Strategy. Jobs associated with electric vehicles are just one of the career tracks area residents can pursue.

THEMES

By 2030, the community supports a healthy, innovative local economy with new opportunities for all people and businesses to thrive within our ecosystem.

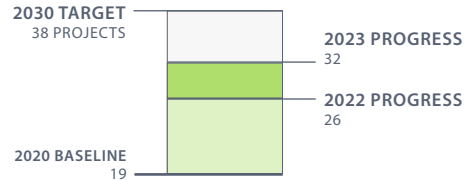
- The City is taking a slightly different direction as of 2023 in exploring a community food hub model by looking at reducing barriers for food vendors.
- The City began expanding key programs for adding green jobs with a goal of 2/3rds of enrolled members to be from frontline communities.
- The Green Economy Strategy was finalized in 2023 and won an award, and a specialist position was approved and filled to implement it.
- Other progress towards the goal of Tacoma being an anchor for green industry, included updating zoning and development standards revisions within the Tideflats Subarea Plan and expanding the green jobs tax in 2023.

INDICATORS



Increase natural heat Island intervention projects in hottest neighborhoods

Sector: Natural Systems & Local Food



SUCCESS STORIES



There is a great need for proactive tree maintenance and addressing public safety without placing undue financial burden on community members. The City of Tacoma's **Hazardous Tree Assistance program** provides removal or pruning services for hazardous trees in the right-of-way at no charge, to qualifying Tacoma residents. In partnership with a local mill, 7 of the 16 hazardous trees removed in 2023 were utilized in an Urban Wood Reuse pilot to find better uses for what would otherwise be wood waste. The logs from those trees were milled into slabs for furniture or carved into park benches.



The Community Tree Program successfully launched in 2023 with some immediate community impacts. The City's Urban Forestry program collaborated with the Tacoma Tree Foundation to empower residents to care for Tacoma's urban forest. Over 130 community volunteers distributed 515 trees to 204 households with 86% of total trees distributed going to low canopy neighborhoods. The program engaged with approximately 700 community members on ways to become involved in stewarding Tacoma's urban forest.

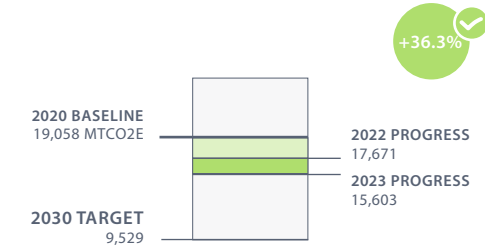
THEMES

By 2030, we are not only preventing carbon emissions but preparing our communities made most vulnerable for expected climate change impacts.

- For near-term climate adaptation actions, the City completed a study of electricity demand and, in partnership with Puyallup Tribe, Metro Parks, and Port of Tacoma, the City also received an award of \$750K to develop a Shoreline Climate Resilience and Habitat Restoration Master Plan.
- In partnership with the Tacoma-Pierce County Health Department, filter fans were distributed for community members at risk of health concerns due to wildfire smoke.
- The City provided maintenance to right-of-way trees in the McKinley Neighborhood where the average temperature is high compared to the city average.
- Getting necessary and relevant information to all community members about climate emergencies and resources is an essential aspect of this work. Staff drafted the scope of work for this project in 2023 in hopes to complete it in 2024.
- Unfortunately, studying flooding impacts work was on hold in 2023 due to capacity limitations.

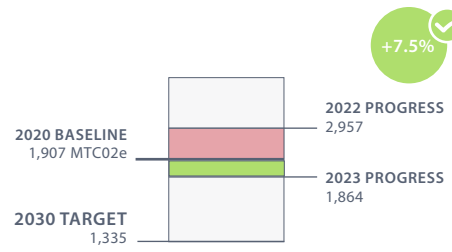
INDICATORS

Reduce GHG emissions from municipal fleet

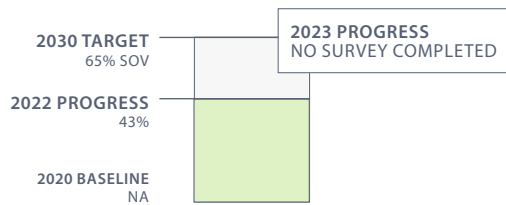


NOTE: THE BASELINE, 2022, AND 2030 TARGET NUMBERS HAVE BEEN AMENDED SINCE THE 2022 PROGRESS REPORT MISTAKENLY REPORTED LIFECYCLE EMISSIONS INSTEAD OF TAILPIPE/COMBUSTION EMISSIONS.

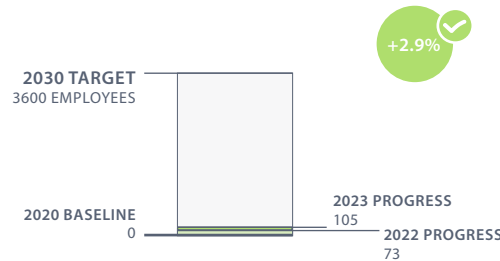
Reduce GHG emissions from municipal buildings & infrastructure



Reduce employee single occupancy commuting (SOV)



Engage employees in sustainability



Fleet managers, collaborating with department vehicle operations, have been acquiring suitable alternative fuel replacements for several years. In last 2 years, there's been a 23% increase in the inventory. **Plug-in electric vehicles (EVs) have increased by 56%** and now represent one-third of the fleet's alternative fuel vehicle inventory. Together, with use of R99 (renewable gas) and CNG (compressed natural gas) fuels, emissions from the fleet have decreased 18% from the baseline. With more varieties of plug-in EVs suitable for fleet use arriving on the market, these trends are anticipated to continue.

THEMES

Though municipal GHG emissions are a small proportion of Tacoma's total, the City must lead by example to maintain public confidence, set an ambitious precedent, and demonstrate practical examples for other local institutions. While the City made some or significant progress towards these goals, there are different avenues we must take to ensure their ongoing completion.

TACOMA'S CLIMATE ACTION NOT ALONE

WHAT'S COMING NEXT

The City is initiating the budgeting process for the fiscal years 2025-2026, presenting a prime occasion to prioritize environmental concerns and tackle climate change with impactful solutions. Tacoma is collaborating with local partners to ready itself for a significant funding opportunity through the Environmental Protection Agency's Climate Pollution Reduction Grant (CPRG). This grant, amounting to \$5 billion, aims to empower states, local governments, and tribes to devise strategies for tackling reducing greenhouse gas emissions and mitigating other types of air pollution. In 2023 the Office of Environmental Policy and Sustainability hired a Climate Date & Grant Sustainability Analyst which will assist our office and the city to apply to more grants and increase the amount of grant funding for climate and sustainability projects in Tacoma. In 2024 the city will be hiring their first Climate Resiliency Manager who will work on creating resiliency hubs within Tacoma, and support the Tide flats grant project currently underway. These are exciting times for climate and sustainability efforts, as each passing year presents Tacoma with increasing opportunities to stride confidently towards our climate goals.

WAYS YOU CAN GET INVOLVED:

1. Contact us with your thoughts at sustainability@cityoftacoma.org
2. Follow us on [Facebook](#) and [Instagram](#) (@tacomastustainability) to stay up to date on programs and events happening in the City!
3. Hold the City accountable by showing up at City Council meetings or [contacting your Tacoma City Council representative](#) to express your climate action priorities.
4. Get involved in City decision-making and budgeting by participating on a [City committee, board, commission, neighborhood council](#).
5. Learn more about local community environmental events and opportunities by joining the [EnviroNews email list](#).
6. Talk to your friends, family members, and neighbors about climate change, the local impacts we are experiencing, and the solutions available to us. Simple, everyday conversations can go a long way in increasing awareness and action on climate change.
7. Examine the initiatives and overarching concepts outlined in the CAP and consider how you can integrate specific actions or objectives into your daily routine. By implementing these changes, you can contribute positively to enhancing our local environment.

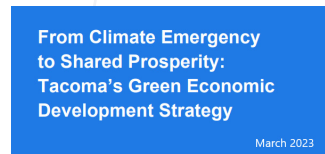
This Plan does not exist in isolation, and is in fact, being implemented alongside other vital community plans and partnerships, such as:



[Home in Tacoma – Phase 2](#)



[Pierce County Sustainable 2030 Plan](#)



[Tacoma Greening Our Economy Strategy](#)



[Transportation Master Plan Update](#)



[2024 Comprehensive Plan Update](#)












[Affordable Housing Action Strategy - City of Tacoma](#)



[Port of Tacoma Clean Air Strategy](#)

NATURAL SYSTEMS & LOCAL FOOD

#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#3	BETTER TOGETHER	2022 JUMP START ACTION Fund 10 community food access projects like community gardens, food forests, orchards, farms, food rescue efforts, or farmers markets.		The City funded Harvest Pierce County's community garden and gleaning programs and the Farmer's Market Fresh Bucks program. Nearly 2/3rds of the gleaning program went to 16 hunger relief organizations.
#8	BETTER LIVING	Improve regulations to make it easier to grow, make, and sell food.		The City's Charter was updated to remove the prohibitions on fruit and nut trees in the right-of-way
#18	BETTER BREATHING	2022 JUMP START ACTION Preserve and expand healthy tree canopy.		Staff are continuing to utilize software to inventory trees and map planted trees by the City and its partners. Community members are now able to collect existing tree inventories for volunteer purposes.
#23	BETTER BREATHING	Increase Tacoma's Urban Forestry team to care for more trees.		Requested positions as part of mid biennial budget modifications but positions were not approved.
#32	BETTER OPPORTUNITIES	Partner to train nature stewards for employment and to restore green spaces.		The City entered into contract negotiations with The Nature Conservancy of Washington to manage the Green Infrastructure Workforce Development Program for Tacoma.
#34	BETTER OPPORTUNITIES	Research how to develop a community food hub, with space for food training, sharing, and business.		Community Economic Development (CED) did not do a study but found alternative means to similar goals. Staff increased capital access to food businesses, continued vendor development through Farmers Market contracting, and provided technical assistance to food vendors moving into brick-and-mortar locations and/or pop-up markets.
#39	BETTER PREPARED	Protect and restore biodiversity and habitat to be climate change ready.		Staff are continuing to update critical area map layers. The Critical Area Ordinance update is on a planned schedule per Growth Management Act (GMA) guidance with code changes/implementation planned for mid 2025.
#40	BETTER PREPARED	2022 JUMP START ACTION Plant and maintain right-of-way trees to reduce heat and support neighborhoods and local businesses.		In partnership with the Neighborhood Planning program, 144 trees were maintained or replaced in the McKinley Neighborhood.
#44	BETTER PREPARED	Assess, monitor, and prepare natural systems, infrastructure, and habitat for sea level rise.		The City was awarded a \$750,000 grant in partnership with Metro Parks, the Puyallup Tribe, and the Port of Tacoma to perform shoreline climate resilience and habitat restoration master planning for Commencement Bay.

MOBILITY & LAND USE				
#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#9	BETTER LIVING	2022 JUMP START ACTION Build a complete, citywide network of sidewalks, safe and ADA-accessible intersections, bike connections and Safe Routes to School improvements by 2050.		In 2023, the City was awarded \$4.5M in active transportation grants - including design funds for Vision Zero improvements on Portland Ave (E 27th St - E 56th St), a federal Safe Streets and Roads for All planning grant to support the ADA transition plan, Safe Routes to School, Vision Zero, and Commute Trip Reduction program funding, and construction funding for pedestrian safety and accessibility improvements at S 38th and Cedar St.
#10	BETTER LIVING	Increase staff capacity to collaborate on low carbon transit projects.		Public Works (PW) budget request for a Transit Planner was not approved, but existing staff continue to work closely with Sound Transit to improve active transportation access to South Tacoma Sounder Station and Tacoma Dome Link Extension planning.
#11	BETTER LIVING	Increase partnerships and funding for active transportation and public transit programs and events that reduce barriers to using these modes and encourage their use.		Public Works (PW) Intern assisted with Active Transportation programming through Fall 2023. PW began the hiring process for a full-time Active Transportation Programs Planner slated to start in early 2024.
#12	BETTER LIVING	Update street design guidelines and processes to make walking, biking, rolling, and riding transit easy and safe.		Staff worked on drafting potential updates to the Design Manual. Strengthening the Complete Streets legislation was put on hold due to limited staff capacity.
#17	BETTER LIVING	2022 JUMP START ACTION Incentivize green buildings, land use density, and mixed-use development with affordable housing near transit.		In 2023, the City conducted extensive public engagement and analysis in support of developing the Home in Tacoma Phase 2 zoning and standards package. The package includes several sustainability actions including bonuses for building retention, tree planting and retention, and zoning that promotes transit-oriented development.
#19	BETTER BREATHING	Support Pierce Transit in developing a zero emission public transit plan.		Staff engaged with Pierce Transit on vanpool and new electric vehicle options. Staff remedied longstanding issues with vanpool charging.
#20	BETTER BREATHING	Incentivize active transportation, transit, car sharing, and electric vehicles, and reduce parking minimums in new developments.		Public Works drafted updates to the City's Right of Way Design Manual and Home in Tacoma Phase 2 to better align with active transportation goals. Both updates are expected to be reviewed and adopted in 2024.
#21	BETTER BREATHING	Fund electric vehicle and bicycle programs.		Installation of streetside charging in all 15 business districts. The ZEV Co-Op carshare program launched but is experiencing outages due to vandalism of charging stations.

MOBILITY & LAND USE				
#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#22	BETTER BREATHING	Partner to support zero emission innovation in marine, rail, and truck transportation.		Tacoma Rail was awarded a cumulative \$12.69M to acquire two zero emission battery-electric locomotives. An additional award of \$3.3M from the VW Settlement fund will enable the addition of a third zero emission locomotive to their fleet.
#41	BETTER PREPARED	Establish cooling/warming/clean air shelters in every neighborhood.		The City of Tacoma and the City of Seattle agreed to partner in conducting focus groups related to Resilience Hub assessment and planning. The City also entered into a contract to do resilience hub assessment work funded by a WA Dept of Commerce Solar + Storage grant.
#45	BETTER PREPARED	Study flooding impacts and improve services, codes, and planning efforts.		Staff participates in quarterly utility and infrastructure meetings. In 2023 staff developed a permit record type for capital improvement projects to allow for interdepartmental coordination. Testing of this new permit type is ongoing with an implementation goal of this year.

BUILDINGS AND ENERGY

#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#6	BETTER TOGETHER	Support development of a collaborative workgroup to help industries decarbonize through efficiency, electricity, and clean fuels.		A Business Retention-Expansion workgroup and initiative fulfills this function. Community and Economic Development started working with Impact WA to launch relevant workshops in 2024.
#13	BETTER LIVING	Actively implement the City's 2018 Affordable Housing Action Strategy by maintaining housing and making it affordable and resilient for residents to promote livability and avoid displacement.		With the T-Line complete through Hilltop and Tacoma Housing Authority's Housing Hilltop development, progress is being made towards building designated affordable housing near transit. Funding continues to increase for designated affordable housing projects.
#14	BETTER LIVING	2022 JUMP START ACTION Support and create single and multi-family low carbon, healthy retrofit solutions.		Tacoma aims to finalize the Community Building Decarbonization Strategy by early 2024. The City also allocated funding towards a website that will give homeowners and property owners information on navigating resources for electrification.
#15	BETTER LIVING	2022 JUMP START ACTION Improve energy codes to make commercial buildings efficient, low carbon, and healthy.		New state energy code amendments limiting fossil fuel equipment for residential and commercial projects were scheduled to be effective July 1, 2023, but have been delayed to March 15, 2024.
#16	BETTER LIVING	Research and pilot home and commercial building energy scores to be shared with buyers.		The strategy was included in the Tacoma Community Building Decarbonization Strategy but was primarily focused on state legislation and assisting commercial businesses with WA Clean Building Performance Standard requirements.



BUILDINGS AND ENERGY

#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#25	BETTER RESOURCE USE	Reduce per-person water use during summer months.		Advanced water meters are 99% installed and paperless notifications of continuous water use became available in Q4. Thirty property-side service lines were replaced through the grant and loan program.
#42	BETTER PREPARED	2022 JUMP START ACTION Partner to distribute clean air kits, including filter fans.		229 filter fans were distributed to Tacoma residents from July to December 2023 for a total of 769 filter fans distributed since 2022.
#46	BETTER PREPARED	Plan for future clean energy needs with adequate and equitable electricity distribution and transmission.		An electrification study was completed that forecasts the expected new loads from buildings and transportation under many scenarios. Managed residential EV charging is the 3rd largest Demand Reduction potential identified, providing 7 Megawatts (MW), or 15% of the total potential by 2041.








CONSUMPTION AND MATERIAL MANAGEMENT

#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#2	BETTER TOGETHER	Fund community participation and partners in waste prevention.		Solid Waste Management (SWM) continued to build on the partnerships developed through the Community Ambassador Program and received a \$2 Million grant from the EPA to expand the program.
#24A	BETTER RESOURCE USE	Increase food waste prevention and diversion programs and projects including food labels, infrastructure, ordinances, incentives, and food rescue supported by increased staff capacity.		Received EPA Recycling Education and Outreach (REO) grant that will fund this position. Promoted National Food Waste Prevention Week with social media campaign.
#24B	BETTER RESOURCE USE	2022 JUMP START ACTION Develop and support programs for food waste prevention, rescue, and diversion to keep food out of the landfill and improve local food security.		Beginning in 2023, a solid waste composition study collects data on the sources and volumes of food waste for best diversion options. Solid Waste partnered with Mill to introduce a pilot food waste grinder-dehydrator, with results anticipated in 2024. Additionally, staff participated in a statewide organic stakeholders' group to contribute to the development of 2024 legislation on recovering food for human consumption.
#27	BETTER RESOURCE USE	Increase commercial and industrial reuse and recycling through a marketplace.		New online marketplace platform owner has chosen not to pursue contract with Seattle Good Business Network and WA Dept of Commerce, which affects the pilot in Tacoma.

CONSUMPTION AND MATERIAL MANAGEMENT

#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#28	BETTER RESOURCE USE	Reduce construction and demolition waste through permit requirements.		In October 2023, Councilmember Walker started leading effort to bring forward construction and demolition policy for salvage/waste reporting including budget requests for 2025-2026 biennium to support workforce training and staff additions.
#29	BETTER RESOURCE USE	Divert more clean wood waste and other materials at the Recycling and Transfer Center.		Implemented wood waste pilot in Q3 2023, processed 30.21 tons of wood pallets into mulch, and applied to planters at Recovery and Transfer Center.

GOVERNANCE AND ENGAGEMENT

#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#1	BETTER TOGETHER	Prioritize engaging frontline communities in climate work.		The City and partners supported nearly 25 community groups on projects regarding climate and equity. Despite the Sustainability Small Grant program being on pause until 2024, there were deep relationship building through arts, urban forestry, and food equity.
#4	BETTER TOGETHER	2022 JUMP START ACTION Support community organizers to share expertise and promote climate action engagement.		Building on the Climate Leadership Cohort pilot of 2022, 15 emerging climate and equity ambassadors learned from each other and local leaders on how to effect change.
#5	BETTER TOGETHER	Increase advocacy for climate action at the State and Federal level.		Government Affairs team supported bills including legislation relating to the responsible management of batteries and extended producer liability related to recycling and packaging. The City also advocated for an incentive program to fund zero-emission medium and heavy-duty vehicles and associated charging infrastructure; Home Electrification and Appliance Rebates (HEAR) Program providing rebates to purchase and install high-efficiency electric equipment; and more funds for grants to assist owners of public buildings with conducting energy audits. Planning Development Services (PDS) Staff were able to support the establishment of countywide housing targets, but do not have capacity to fully participate in and represent Tacoma's interests in countywide policy development.
#7	BETTER TOGETHER	Partner to tackle cross-jurisdictional, adaptation opportunities, including river management and flooding.		The City continues to quarterly convene Tacoma-Pierce County Climate Adaptation Partners to share success and obstacles, on topics such as extreme heat and smoke, flooding, and sea level rise. Tacoma was awarded \$750,000 grant to work with local partners on a Commencement Bay Sea Level Rise and Resilience Plan.
#30A	BETTER RESOURCE USE	Add or improve low carbon and sustainability requirements in City investments and contracts.		Staff provided the Tacoma Employee's Retirement System Board with the results of the annual fossil fuel holdings analysis at their May 11, 2023, meeting. Sustainability questions continue to be included in Retirement department requests for proposal.



GOVERNANCE AND ENGAGEMENT



#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#31	BETTER RESOURCE USE	Build GHG impact analysis into City budgets, projects, and plans.		Incorporated a climate action plan question into the citywide 2023-2024 budget request process and included sustainability criteria into the capital prioritization process. 12 Departments submitted their annual Resource Conservation & Climate Plan.
#43	BETTER PREPARED	Make communication materials and trainings about climate impacts and emergency preparedness accessible.		The City developed the 2023-2024 funding terms for a communication plan co-developed with frontline communities, with work expected to be completed in 2024.



GREEN ECONOMY

#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#26	BETTER RESOURCE USE	Recognize green business achievements.		Increased Tacoma presence and resources on EnviroStars webpage. Connected with multiple businesses for recognition process, some businesses now need to be re-recognized with updated process through 2024.
#30B	BETTER RESOURCE USE	Incorporate green and equity elements into land development.		No new Development Agreements were approved in 2023.
#33	BETTER OPPORTUNITIES	Partner to retrain the workforce for well paying jobs in the green economy sector.		Community and Economic Development formed a workforce workgroup, inventoried existing programs, and supported partners like Goodwill in adding relevant programming.
#35	BETTER OPPORTUNITIES	Use business taxes to encourage businesses to create more green job opportunities.		In December 2023, City Council approved a revision to its Green Jobs tax credit, increasing the credit to \$1,000 for new employment at companies producing green products or using green processes aligned with the City of Tacoma's Green Economic Development Strategy, which is currently being publicized.
#36	BETTER OPPORTUNITIES	Amend industrial zoning codes to encourage low carbon, resource-efficient, resilient, and businesses.		In 2023 the Tideflats Subarea Plan shifted into the environmental review and policy development phase. Staff worked on the Environmental Impact Statement that will be publicly released in 2024, and the Tideflats Steering Committee is expected to finalize a draft Plan and recommendation in mid-2024.

GREEN ECONOMY

#	THEME	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#37	BETTER OPPORTUNITIES	Research, identify, and prepare to recruit green industries and jobs that fit Tacoma.		The Green Economy Strategy was completed, won a state award, and is currently being implemented
#38	BETTER OPPORTUNITIES	2022 JUMP START ACTION Increase City staff capacity to grow green economy partnerships and resources.		The Green Economy Specialist position was filled in September 2023 to support the Green Economy Strategy implementation.

MUNICIPAL CARBON NEUTRALITY

#	CATEGORY	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#1	FLEET & FUELS	Develop and publish quarterly report on fleet and fuel metrics.		Fuel reporting by equipment is complete and ongoing with a dashboard of 7 report options. Companion emissions and EV replaceable tools initiated. Investigating how to include fuel from City operated bulk tanks that include diesel, R99 (renewable diesel), or Compressed Natural Gas (CNG).
#2	FLEET & FUELS	Expand bulk renewable fuel delivery at city facilities to the greatest extent needed.		Bulk fuel deliveries of R99 (Renewable diesel) increasing with greater WA supply and reduced expense due to Clean Fuel Standard. Wet hose deliveries of R99 implemented at two Environmental Services fleet sites.
#3	FLEET & FUELS	Expand EV charging infrastructure at all City prioritized fleet sites.		Fleet EVSE Action Plan was published internally for staff use. Fleet Plug-in EVs were acquired with some new fleet charging infrastructure. TPU continues to assess alternate charger install strategies to address ongoing plug chord vandalism.
#4	FLEET & FUELS	Increase funding for fleet capital budget to accelerate replacement with low emission vehicles.		About 20 truck battery electric vehicles, and van plug in hybrids ordered as replacements. Solid Waste received grant for Tacoma's first electric garbage truck.
#1	BUILDINGS & INFRASTRUCTURE	Implement energy saving Operations & Maintenance policies, procedures & guidelines for each key facility/facility type.		Planning was initiated for compliance with O&M Program of WA Clean Buildings Performance Standard. Center for Urban Waters started utilizing LEED O&M policies and procedures.
#2	BUILDINGS & INFRASTRUCTURE	Develop Opportunity Register for each facility with natural gas.		List of opportunities generated from Investment Grade Audits from Tacoma Venue Events (TVE), and at Sold Waste admin building via Clean Buildings Accelerator. Cooling & lighting projects are underway at 3 buildings.

MUNICIPAL CARBON NEUTRALITY

#	CATEGORY	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#3	BUILDINGS & INFRASTRUCTURE	Building Tune-ups - one building per department providing facility management services. Systematic process completed once every 5 years.		Completed Internal tune-up of gas boilers at the Tacoma Dome. Public Works tune-ups were unbudgeted for 2023-2024.
#4	BUILDINGS & INFRASTRUCTURE	Complete assessment on largest facilities with largest Natural Gas loads for conversion or replacement opportunities.		Municipal Facilities Decarbonization Study on 9 representative buildings completed. Report with high natural gas loads buildings from 4 of City's 5 facility departments published. Report includes recommendations and tools to scope building electrification work.
#5	BUILDINGS & INFRASTRUCTURE	Dedicate funding for efficiency, resiliency, and decarbonization in existing and replacement facilities.		Public Works has 3 building electrification projects funded with contract work due in 2024. Includes removing old oil boilers from two fire stations and 16 gas rooftop units on existing fleet warehouse.
#1	INVESTMENTS	Internal carbon pricing – shadow or real.		As part of Municipal Facilities Decarbonization Study, evaluated social cost of carbon as part of recommended improvement actions
#1	PURCHASING	Develop and incorporate contractor fuel emissions reduction standards into bids and contracts.		Departments focused on 2023 RCCP plan execution and staff recommended identifying citywide contacts benefitting many departments.
#2	PURCHASING	Develop a City Sustainable and Healthy Meeting policy that prioritizes low greenhouse gas generating foods, delivery, and meeting access.		Sustainable and Healthy Meeting Guidelines created and published on internal City webpage. Communicating to all staff about this new resource ongoing and expanding in 2024.
#3	PURCHASING	Develop and implement large venue waste reduction program and actions.		Large venues were to be included in the waste characterization study scheduled for 2023 to establish baselines for making progress. However, this study was pushed to 2024.
#1	ORGANIZATIONAL CAPACITY	Department Resource Conservation & Climate Plans created.		12 Departments submitted annual RCCPs with many noting progress towards meeting goals. Most significant progress was in Fleet HVAC Replacement.
#2	ORGANIZATIONAL CAPACITY	Capital Projects inter-departmental team convenes to ensure all capital projects, including upgrades and maintenance, include sustainability review.		Staff participates in quarterly utility and infrastructure meetings. In 2023 staff developed a permit record type for capital improvement projects to allow for interdepartmental coordination. Testing of this new permit type is ongoing with an implementation goal of 2024.

MUNICIPAL CARBON NEUTRALITY

#	CATEGORY	ACTION SUMMARY	2023 PROGRESS	PROGRESS
#1	EDUCATION & ENGAGEMENT	Annual Directors Presentation/Training.		Annual training completed online with a focus on Department Directors sharing their own climate related planning and projects.
#2	EDUCATION & ENGAGEMENT	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.		No action in 2023, due to lack of management capacity.
#3	EDUCATION & ENGAGEMENT	Sustainability integrated into new employee orientation and onboarding.		Full roll-out for all new staff and existing employees for on-demand training. 60 employees took the training across a variety of departments.

