People

☐ Evaluate surface parking for future development with Tacoma Dome Link Extension as case study*

✔ Analyze use of cross-laminated timber and modular housing for equitable Transit Oriented Development

✔ Launch Racial Equity Analysis Toolkit and accountability-based outcome trainings

✔ Initiate workforce pre-apprenticeship programs with three new partner organizations

✔ Implement new Employee Assistance Plan and well-being platform

☐ Create distinct career paths for management, professional and technical track staff*

* These partially completed targets are on track for finalization in 2021.

Planet

✔ Define long-term strategy for battery electric bus implementation

✔ Pilot low-carbon strategies in Sounder Maintenance Base design

✔ Catalogue environmentally beneficial features of agency mitigation sites

✔ Implement program to address ST properties listed as contaminated; complete evaluation of 10 sites

✔ Update tracking and reporting system for environmental and permitting commitments

✔ Upgrade irrigation controls at four facilities

✔ Develop and implement interagency agreement to identify potential fish passage barriers early during capital project development

✔ Conduct feasibility study for LEED Platinum and other certifications for Operations and Maintenance Facility South

Prosperity

✔ Launch emergency preparedness employee awareness campaign

✔ Conduct climate vulnerability assessment for Tacoma Dome Link Extension project

✔ Implement advanced utility monitoring and reporting systems

✔ Launch Internal Innovation Grant Program

✔ Implement the Agency Safety Plan

✔ Initiate a strategic Asset Management Plan

✔ Enable Procurement and Contracts to receive paperless proposals and other related or relevant documents

✔ Transition the Procurement and Contracts Division to an electronic filing system (vs. hard copy files) for 50% of solicitations