



INFORMATIONAL MEMORANDUM

TO: **Transportation & Infrastructure Services Committee**
FROM: **Nora Gierloff, DCD Director**
BY: **Alison Turner, Sustainable Transportation Program Manager**
Christopher Andree, Sustainable Transportation Outreach Coordinator
CC: **Mayor McLeod**
DATE: **June 17, 2025**
SUBJECT: **Ordinance Updating the Commute Trip Reduction (CTR) Plan**

ISSUE

The City of Tukwila is completing its 2025-2029 CTR Plan update, as required by Washington Clean Air Act in RCW 70A.15.4020. This ordinance would amend Ordinance No. 2201 to adopt the City of Tukwila 2025-2029 CTR Plan update.

BACKGROUND

CTR is a state law that requires large employers to participate in a program to reduce single-occupancy vehicle trips to their worksites to reduce air pollution, traffic congestion, and energy use. Ordinance No. 2201 was passed in 2008 adopting Tukwila's current CTR Plan. An update is required every 4 years. City staff have worked with the Washington State Department of Transportation (WSDOT) to set updated performance measures in 2011 and 2015. However, the City has not adopted a formal Plan update. In recent years, WSDOT has undertaken an effort to update CTR Plans across the state. This draft Plan is an outcome of this statewide effort.

DISCUSSION

The state as well as cities, counties and regional planning organizations are updating their CTR Plans with a deadline to adopt updated plans by June 30, 2025. The Plan details the benefits of CTR, services and strategies, alignment with other plans, and engagement, and sets performance targets for Tukwila's CTR worksites. Outreach that informs the Plan included engaging CTR-affected employers, engaging the public at in-person events during the summer of 2024 and engaging community members through a transportation rewards program from 2022 to 2024. Public input from recent Comprehensive Plan outreach also informed the Plan.

The draft Plan and performance targets have been approved by the WSDOT Transportation Demand Management Technical Committee. Puget Sound Regional Council has also completed regional consistency review and found the plan to be consistent with the 2022-2050 Regional Transportation Plan.

FINANCIAL IMPACT

Keeping our plan current is a requirement of continued state CTR funding.

RECOMMENDATION

Council is asked to hold a Public Hearing at the June 23, 2025, Committee of the Whole meeting and approve the ordinance adopting the CTR Plan at the subsequent Special Meeting that night.

ATTACHMENTS

- A. Proposed Ordinance Adopting the CTR Plan Update
- B. 2025-2029 CTR Plan

DRAFT

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF
TUKWILA, WASHINGTON, AMENDING ORDINANCE NO.
2201, EXHIBIT A, “CITY OF TUKWILA CTR PLAN”;
ADOPTING THE CITY OF TUKWILA 2025-2029 COMMUTE
TRIP REDUCTION (CTR) PLAN; TO ENCOURAGE LARGE
EMPLOYERS TO REDUCE SINGLE-OCCUPANCY
VEHICLE COMMUTE TRIPS; PROVIDING FOR
SEVERABILITY; AND ESTABLISHING AN EFFECTIVE
DATE.**

WHEREAS, motor vehicle traffic is a major source of air pollution, which causes significant harm to public health and degrades the quality of the environment; and

WHEREAS, reducing the number of commute trips to work made via single-occupant vehicles is an effective way of reducing automobile-related air pollution, traffic congestion, and energy use; and

WHEREAS, RCW 70A.15.4020 sets forth State policy on commute trip reduction (“CTR”); and

WHEREAS, WAC 468-63-040 sets forth State administrative policy on commute trip reduction and local commute trip reduction plans; and

WHEREAS, on May 5, 2008, the Tukwila City Council passed Ordinance No. 2201 adopting a Commute Trip Reduction Plan; and

WHEREAS, the Washington State Department of Transportation, cities, counties and regional planning organizations across the State are updating their CTR Plans with a deadline to adopt 2025-2029 CTR plans no later than June 30, 2025; and

WHEREAS, the Washington State Transportation Demand Management Technical Committee has reviewed and approved the City’s Draft 2025-2029 CTR Plan on April 3, 2025; and

WHEREAS, the Puget Sound Regional Council has reviewed the City's Draft 2025-2029 CTR Plan for regional consistency and found the plan consistent with the 2022-2050 Regional Transportation Plan;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF TUKWILA, WASHINGTON, HEREBY ORDAINS AS FOLLOWS:

Section 1. Amendment of CTR Plan; Adoption of 2025-2029 CTR Plan Update.

The CTR Ordinance is hereby amended to provide in its entirety as contained in Exhibit A, attached hereto and incorporated herein by this reference as if set forth in full. A complete copy of the CTR Plan, as amended, shall be kept on file electronically by the City Clerk and accessible from the City's website in accordance with Washington State records retention schedule requirements and City policy, and shall be made available to the public upon request.

Section 2. Severability. If any section, subsection, paragraph, sentence, clause, or phrase of this ordinance or its application to any person or situation should be held to be invalid or unconstitutional for any reason by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality if the remaining portions of this ordinance or its application to any other person or situation.

Section 3. Effective Date. This ordinance or a summary thereof shall be published in the official newspaper of the City, and shall take effect and be in full force five days after passage and publication as provided by law.

PASSED BY THE CITY COUNCIL OF THE CITY OF TUKWILA, WASHINGTON, at a Special Meeting thereof this _____ day of _____, 2025.

ATTEST/AUTHENTICATED:

Andy Youn-Barnett, CMC, City Clerk

Thomas McLeod, Mayor

APPROVED AS TO FORM BY:

Filed with the City Clerk: _____

Passed by the City Council: _____

Published: _____

Effective Date: _____

Ordinance Number: _____

Office of the City Attorney

Exhibit A: 2025-2029 CTR Plan

City of Tukwila Commute Trip Reduction Four-Year Plan Update: 2025–2029

Benefits of CTR

1. Describe the local land use and transportation context and objectives.

a. Describe the setting in the jurisdiction as it is today or will be in the near future.

Tukwila is located in the heart of the Puget Sound region, just south of Seattle. Incorporated as a city in 1908, Tukwila has become a leader in commerce, warehousing, distribution of goods, and manufacturing due to its central location at the crossroads of two major freeways and minutes from SEA Airport.

Tukwila has a mix of commercial, industrial, and retail zones, many of which are concentrated around major corridors such as Tukwila International Boulevard, Southcenter Parkway, and Interurban Avenue. The Duwamish River and the surrounding industrial area contribute to the city's role as a center for warehousing and manufacturing. Tukwila's proximity to Seattle-Tacoma International Airport has helped boost its retail and commercial development and makes Tukwila an attractive location for businesses and hotels serving the airport.

Tukwila's workforce population is significantly higher than its residential population; the City has an estimated population of 22,930 (Washington Office of Financial Management Postcensus 2024) and an estimated employment of 42,989 (Puget Sound Regional Council Covered Employment 2023); a ratio of 1.87 jobs to residents, far higher than the county average. Tukwila is a majority minority city with only 31.8 percent of residents identifying as white alone (U.S. Census Bureau, American Community Survey, 2023). With 40 percent of the population being foreign born (U.S. Census Bureau, American Community Survey, 2018-2022), Tukwila serves as a first landing place for many immigrants and refugees.

b. Describe features of land use and transportation facilities and services that affect commuters.

Tukwila's diverse transportation system includes highways, arterial streets, local streets, bus, light rail, commuter rail transit service, Amtrak passenger rail service, sidewalks, bike lanes, trails, and neighborhood footpaths. In addition, SEA Airport and Boeing Field provide air transportation. The Duwamish River provides water access. Several major highways including Interstate 5, Interstate 405 pass through or near Tukwila. These highways provide critical access to other parts of the region, but also present challenges such as traffic congestion and barriers to local connectivity.

Tukwila is well-served by public transportation with buses, rail, and more. King County Metro bus routes serve local and regional destinations, including the Southcenter Transit Center. Link light rail connects Tukwila to Seattle and SEA Airport. The Tukwila Sounder station connects to Seattle and Tacoma. In addition to fixed-route transit, Metro Flex is an on-demand service available in part of Tukwila. However, weekend transit service and service hours are inadequate in the Tukwila Urban Center. Transit connections to the Tukwila Sounder station are poor and the Link light rail station is located away from Tukwila's major employment centers, requiring 1 to 2 bus connections.

The City has invested in improving its pedestrian and bicycle infrastructure, though there are gaps in the active transportation network. New developments are increasingly designed with new sidewalks, crosswalks, and bike lanes. The Green River Trail and Interurban Trail are part of the transportation network, connecting regionally to Seattle, Renton, and Kent. There are also plans for the Lake to Sound Trail to connect through Tukwila from Lake Washington in Renton to the Puget Sound in Des Moines.

Major transportation issues within the city include physical and geographic barriers that challenge connectivity throughout the city. Barriers include steep hills, the Green/Duwamish River, highways that separate portions of the city from each other, and large commercial blocks that impede the pedestrian experience. Additional challenges include traffic congestion, the need for expanded transit options, an incomplete active transportation network, and first/last mile connections to transit. Tukwila's land use and infrastructure consists of mainly auto-centric development. Even in the Tukwila Urban Center, blocks are large, and a large volume of vehicles and an incomplete sidewalk network makes walking to destinations difficult.

Several projects aimed at improving the transportation network include improvements to Tukwila International Boulevard corridor, the development of more transit-oriented communities, expansion of the Link light rail system to Federal Way and Tacoma, and the Stride bus rapid transit S1 Line which will connect to Bellevue. Sound Transit is also planning to add an additional light rail infill station on the north side of the city, near Boeing Access Road.

c. Describe whether and how commuting patterns have changed in the past few years.

Population Growth & Affordable Housing: Continued employment and residential growth in the Puget Sound region is causing strain on the transportation system. Travel demand is increasing as housing costs rise and residents move farther away from urban centers and jobs, from Seattle to south King County and beyond. This is resulting in longer commutes. This trend may have accelerated in recent years due to the COVID-19 pandemic and the rising cost of living.

Telework: Before the COVID-19 pandemic started in 2020, telework was not a common practice in Tukwila, with 4% of CTR work done remotely (2019/2020 WSDOT CTR Aggregate Report). At the beginning of the pandemic, jobs that could be done from home were. Working at home in the Puget Sound region increased from 6% to 27% between 2017 and 2021 (PSRC 2021 Household Travel Survey. <https://www.psrc.org/media/7538>). Four years later, telework remains for some, however many have returned to in-person work and traffic congestion quickly returned to pre-pandemic levels. The implications for CTR are that drastically reducing single-occupancy-vehicle trips with telework is possible, however CTR strategies may be limited in their ability to shift in-person workplace cultures. The shift towards telework needs to happen at the employer leadership level to allow it as an option.

Public Transportation: Commuters may be less willing to ride public transportation since the COVID-19 pandemic. Additionally, hybrid models of work may be contributing to a slow return to transit ridership. The implications for CTR are that addressing safety concerns is necessary for convincing commuters to use transit.

d. List the most important land use and transportation objectives from your city or county's plans that commute trip reduction most directly affects.

Centers: Tukwila has two designated regional centers, the Tukwila Regional Growth Center located in the Southcenter commercial area and the North Tukwila Manufacturing and Industrial Center (MIC).

The Tukwila Urban Center is intended to provide dense housing and jobs development in a transit-oriented environment. The goal for the MIC is to maximize the employment of and economic benefits to the people of Tukwila and the region, while minimizing impacts on residential neighborhoods.

Land Use: Growth is actively guided and managed in a way that: Preserves and enhances the quality of life and the diverse residential neighborhoods of the community, and serves them with vibrant business districts, open space, recreational facilities, affordable housing, and other supportive land uses; Maximizes and leverages public infrastructure investments, including public transit facilities; Protects environmentally critical areas and shorelines; and Promotes economic development (Comprehensive Plan Goal LU-2). Several areas are planned to absorb the planned growth:

- **Southcenter District:** This area is intended to develop as a high-density, regionally oriented, mixed-use center. Residential development is encouraged in proximity to water amenities, or within walking distance of the Sounder commuter rail/Amtrak station or the bus transit center.
- **North Tukwila MIC and the Boeing Access Road Station Area:** The planned addition of a light rail infill station near Boeing Access Road is supported by planning efforts and accompanying development regulations which encourage employment growth within and around the MIC and foster supporting uses.
- **Tukwila International Boulevard District:** The area is transitioning from an auto-dependent former state route toward a pedestrian focused corridor with mixed-use centers including Tukwila Village and other TOD nodes.
- **Tukwila South:** This area is planned to accommodate increased employment and residential density over time.

Transportation: CTR affects several goals in the City's Comprehensive Plan:

- Goal T-1 Equity: Eliminate system barriers to ensure fair access to healthy, affordable, reliable transportation options, livable places, and jobs.
- Goal T-2 Safety: Provide a safe transportation system and placemaking to emphasis Tukwila as a welcoming place, particularly for historically marginalized and vulnerable populations.
- Goal T-3 Connectivity: Maintain, expand, and enhance Tukwila's multimodal network particularly walk, bike, roll, and transit to increase mobility options where needs are greatest.
- Goal T-4: Adaptability: Anticipate and plan for the community's evolving needs, new technologies, and opportunities for mobility.
- Goal T-5: Environment: Plan, design, and construct transportation projects that reduce greenhouse gas emissions, improve community health, and protect the natural environment.

And, the Comprehensive Plan includes several policies relevant to CTR:

- Policy T-5.2 Support Tukwila employers providing Commute Trip Reduction Program (CTR) services to workers to reduce drive-alone trips, vehicle miles traveled, traffic congestion, and greenhouse gas emissions.
- Policy T-5.3 The City of Tukwila will pursue investing in transit benefits and education to set an example to other employers by a commitment to reducing drive-alone trips, vehicle miles traveled, and greenhouse gas emissions.
- Policy T-5.5 Support car-share, bike-share, and other alternatives to individual automobile ownership, to enhance sustainability.

- Policy T-5.6 Support, encourage, and implement transportation programs and improvements that promote water quality and regional air quality.
- Policy T-5.10 Support transportation system improvements and programs that encourage transit use, high-occupancy vehicle trips, and non-motorized transportation to reduce single-occupancy vehicle trips, vehicle miles traveled, traffic congestion, and greenhouse gas emissions.

e. Describe critical aspects of land use and transportation that should be sustained and key changes that should be considered to improve commute trip reduction's contribution to the land use and transportation objectives you reference.

The city is positioning itself as a key location for transit-oriented development (TOD), particularly around Tukwila International Boulevard (TIB) Link light rail station and the Tukwila Sounder station. The plans for higher-density mixed-use development near these transit hubs expect to attract new residents and businesses, while reducing dependence on automobiles. The city's emphasis on TOD also includes supporting the development of affordable housing near transit stations. Tukwila's focus on TOD should be sustained and the City should continue to encourage dense mixed-use development and reduce parking requirements for development.

Tukwila's TDM program focus on outreach to diverse populations should be sustained. Many people, especially immigrants, refugees, and individuals with limited English proficiency (LEP), struggle with understanding our complex transportation system and are not fully aware of what services are available. Targeted outreach to individuals and groups in Tukwila can help overcome cultural and language barriers to accessing sustainable transportation options.

Metro Flex service should be sustained as a needed first/last-mile connection to fixed-route transit.

Key changes that should be considered include improving transit service to provide more frequent and reliable service, including during off-peak hours. Improve east-west transit connections between Tukwila and Bellevue, and between Tukwila and Kent/Renton. Improve transit service connecting to Tukwila Station. Monitor the parking capacity and manage demand at park-and-rides including TIB Station, Tukwila Station, and Interurban Ave S.

Since the City does not provide transit service, the City will continue to advocate for improvements and work to ensure safe bus stops and a complete active transportation network.

2. Describe how the CTR program will help achieve the jurisdiction's land use and transportation objectives.

a. Describe how and to what extent your CTR program will help your city or county achieve the land use and transportation objectives referenced in question 1.

The Regional Growth Management strategy and the City's focus on increasing housing, employment, and land use density are mutually reinforcing. Reducing single-occupancy vehicle trips of CTR workers will help ensure a balanced transportation system with circulation for all users, since traffic congestion will be reduced. In addition, reducing the drive-alone rate helps reduce parking demand, which will help achieve land use goals of denser, more walkable, transit-oriented development. CTR program efforts will help maintain the new multimodal level of service standard. TDM Program staff will advocate for improved transit service and nonmotorized network connectivity.

3. Describe how the CTR program will help achieve the jurisdiction's environmental objectives.

a. Describe how the CTR program will support jurisdiction greenhouse gas emission reduction efforts.

King County has climate commitment targets to reduce direct countywide sources of greenhouse gas emissions by 75% by 2040, compared to a 2007 baseline. As a recipient of Congestion Mitigation and Air Quality Improvement Program funding, the city works to meet federal congestion mitigation and air quality goals through a regional TDM program, which expands on and supports Tukwila's CTR program. Trips taken by public transit or active transportation, or skipped via telework, eliminate the greenhouse gases that would have been generated by a drive-alone trip.

b. Describe how the CTR program will support jurisdiction environmental objectives in addition to greenhouse gas emission reductions.

The CTR program's efforts to lower the drive-alone rate of CTR workers will support jurisdiction environmental objectives in several ways, in addition to greenhouse gas emission reductions:

- Helping minimize transportation impacts on the natural environment such as noises, odors, air pollution, water pollution, and stormwater runoff. This supports Goal EN-1: *The City's air, land, and water resources are restored and protected for future generations and are resilient to a changing climate.*
- Helping educate employers and workers on the value of sustainable transportation choices. This supports Goal EN-2: *An educated public that understands the importance of protecting and enhancing the functions and values of environmentally critical areas and actively assists in their stewardship.*
- Helping maximize and leverage public infrastructure investments including public transit facilities so that growth can be managed, making denser development possible without expanding roads. This supports Goal RC-MIC-1: *Support for existing industrial activities in the Manufacturing/ Industrial Center and development of new industrial activity, in order to maximize the employment and economic benefits to the people of Tukwila and the region, while minimizing impacts on residential neighborhoods.,* and Goal H1: *Support housing growth consistent with regional targets.*

4. Describe how your CTR program will help achieve regional and state objectives.

a. Summarize the local, regional, and state benefits that would be gained if you achieve your CTR targets.

Many of the local, regional and state objectives go hand-in-hand with CTR success. By encouraging sustainable transportation choices, the CTR program supports the demand for the new multi-modal level of service standard. Likewise, building out the regional multimodal network will encourage workers to use sustainable transportation. As drive-alone trips shift to sustainable modes, greenhouse gas emissions will lower.

Achieving our CTR targets will help meet the TDM priorities in the Puget Sound Regional Council (PSRC) 2022–2050 Regional Transportation Plan:

- Improving TDM Integration in Planning
- Measuring Programming Effectiveness and Efficiency
- Evaluating and Addressing Equity in TDM
- Modernizing the CTR Law

Achieving our CTR targets will help meet the state outcomes and actions in the Washington State Department of Transportation (WSDOT) Draft State 2025-2029 CTR Plan:

- Improve delivery of CTR programs
- Expand CTR market to address equity
- Produce more useful transportation behavior data
- Expand investment and service to advance equity and environmental justice
- Respond to shifting mobility patterns.
- Reduce greenhouse gas emissions.

Additionally, ensuring that CTR worksites complete required CTR surveys and program reports will provide the City, county, region, and state with data to help improve the transportation system.

b. List adjacent CTR-affected cities and counties.

- City of Seattle
- City of Renton
- City of Burien
- City of Federal Way
- City of SeaTac
- City of Kent
- King County

c. Describe the top few cross-border and regional transportation issues that affect your jurisdiction.

Notable commuter activity between Tukwila and Bellevue/Redmond illustrates the need for transit service that could provide a better transit connection for these workers. Additionally, there are areas east of Tukwila (between Kent and Renton) where workers employed in Tukwila would benefit from accessible east-west transit options (Draft Tukwila Transit Plan). Transportation users experience a lack of convenient direct transit routes compared to driving. There is significant traffic congestion, especially during peak hours. Relatively abundant parking at large worksites encourages high drive-alone rates. The Sounder train operates on limited schedule, making its use for shift-based employment less than desirable. Some area Park and Rides have more demand than capacity. Suburban development has resulted in challenges with the first/last mile to transit.

d. Describe the strategies you, adjacent cities and counties, and your region have agreed to use to address the top issues described in the previous bullet.

Maintaining coordination between the City and its regional partners is a main strategy for addressing regional and cross-border issues. This includes coordination with transit agencies and neighboring jurisdictions. TDM Program staff meet with staff at nearby jurisdictions in south King County monthly to discuss issues and coordinate implementation efforts. Staff or elected officials participate in many regional meetings including the Regional TDM Stakeholders quarterly meeting and the South County Area Transportation Board. Tukwila's partnership with King County Metro to implement TDM in Tukwila helps ensure coordination with the county.

Staff also leverage the CTR survey results as a tool for education, building awareness of flexible schedules, telework, carpool matching, Vanpool resources, HOV lane use, first/last mile transit connection services, active transportation amenities.

Performance targets

5. List your jurisdiction's CTR performance target(s).

- a. *List performance targets that reflect only CTR-affected worksites.*

We will use a 3% reduction in drive-alone rate (DAR) for each worksite. For example, if a Tukwila worksite's current DAR is 60.0%, then $60.0\% \times 97\% = 58.2\%$. That calculation would then make that worksite's performance target be 58.2%. We will use a weighted aggregate of all Tukwila's worksites to create our jurisdictional target, once this survey cycle is complete.

- b. *List any additional performance targets.*

None

6. List the base value you'll use for each performance target.

- a. *For each performance target, provide the number you'll use as the baseline (or starting number). You'll measure the difference between this number and your results to report performance.*

We will establish a base value during the 2023-2025 survey cycle.

7. Describe the method you used to determine the base value for each target.

- a. *Provide the source for each base value listed.*

We will establish a base value during the 2023-2025 survey cycle.

8. Describe how you'll measure progress toward each target.

- a. *List the method you'll use to measure progress for each target.*

We will measure progress using 2025-2027 CTR survey results.

9. List your jurisdiction's CTR-affected worksites.

- a. List all your CTR-affected sites.

1. The Boeing Company: Thompson Site - C80464
2. The Boeing Company: Development Center - C80462
3. The Boeing Company: Plant 2/North Boeing Field - C80463
4. Boeing Employees Credit Union - C80452
5. Cellnetix Pathology and Laboratories - C80453
6. City of Tukwila - C80454
7. Harnish Group Inc.: NC Machinery - C80456
8. Harnish Group Inc.: NC Power Systems - C80457
9. Hartung Agalite Glass Company - C80458
10. King County Housing Authority - C80459
11. King County Metro - C80460

12. The Krusteaz Company - C80465
13. Museum of Flight Foundation - C80590
14. United Parcel Service - C80592
15. US Department of Homeland Security - C80466
16. United States Postal Service - C80594
17. Washington State Department of Social and Health Services: Olympic Heritage Behavioral Health – C80629

10. List a performance target for each CTR-affected worksite.

a. For any performance targets tied to the CTR survey, indicate that you'll establish performance targets during the 2023-2025 survey cycle.

1. The Boeing Company: Thompson Site – 70.3%
2. The Boeing Company: Development Center – 71.1%
3. The Boeing Company: Plant 2/North Boeing Field – 78.1%
4. Boeing Employees Credit Union – 27.4%
5. Cellnetix Pathology and Laboratories - 78.6%
6. City of Tukwila - 61.6%
7. Harnish Group Inc.: NC Machinery - 91.2%
8. Harnish Group Inc.: NC Power Systems - 82.4%
9. Hartung Agalite Glass Company - 82.9%
10. King County Housing Authority – 49.6%
11. King County Metro – 83.8%
12. The Krusteaz Company - 42.0%
13. Museum of Flight Foundation - 85.9%
14. United Parcel Service - *
15. US Department of Homeland Security - *
16. United States Postal Service - *
17. Washington State Department of Social and Health Services: Olympic Heritage Behavioral Health – 77.8%

* We will establish a performance target during the 2023-2025 survey cycle.

11. List the base value you'll use for each site.

a. *For any performance targets tied to the CTR survey, indicate that you'll establish a base value during the 2023-2025 survey cycle.*

1. The Boeing Company: Thompson Site - 72.5%
2. The Boeing Company: Development Center - 73.3%
3. The Boeing Company: Plant 2/North Boeing Field - 80.5%
4. Boeing Employees Credit Union - 28.2%
5. Cellnetix Pathology and Laboratories - 81.0%
6. City of Tukwila - 63.5%
7. Harnish Group Inc.: NC Machinery - 94.0%
8. Harnish Group Inc.: NC Power Systems - 85.0%
9. Hartung Agalite Glass Company - 85.5%
10. King County Housing Authority - 51.2%
11. King County Metro - 86.4%
12. The Krustez Company - 43.3%
13. Museum of Flight Foundation - 88.6%
14. United Parcel Service - *
15. US Department of Homeland Security - *
16. United States Postal Service - *
17. Washington State Department of Social and Health Services: Olympic Heritage Behavioral Health - 80.2%

* We will establish a base value during the 2023-2025 survey cycle.

Services and strategies

12. Describe the services and strategies your jurisdiction will use to achieve CTR targets.

- Administer the program and ensure employer compliance with CTR requirements.
- Apply for grants to continue funding the TDM Program, whose staff implement the CTR Program.
- Review the Tukwila Municipal Code and present recommended changes to the City Council for consideration.
- Review the City's CTR Ordinance and present recommended changes to the City Council for consideration.
- The City of Tukwila will pursue investing in transit benefits and education to set an example to other employers by a commitment to reducing drive-alone trips, vehicle miles traveled, and greenhouse gas emissions.

13. Describe how jurisdiction services and strategies will support CTR-affected employers.

TDM Program staff will monitor compliance by tracking and notifying employers of surveying and reporting requirements, and provide technical assistance for developing employer CTR programs. Staff will also identify new CTR worksites and notify them of their responsibility to provide a CTR program to their employees. Staff will engage Employee Transportation Coordinators with training, resources, transportation information, and opportunities for further learning.

14. Describe barriers your jurisdiction must address to achieve CTR targets.

a. Describe how you'll address these barriers.

As costs rise and funding remains flat, the amount of funding allocated by WSDOT to implement the CTR program is inadequate. TDM program staff will continue to apply for grants to fund the work needed to successfully implement the CTR program.

CTR duties are often added onto ETCs' workload without additional compensation or budget and they are usually not subject matter experts. Staff will provide information to help ETCs understand how to comply with CTR requirements and are available to provide technical assistance and answer questions.

The perception that it is faster and safer to drive alone than it is to ride public transportation is prevalent in Tukwila. Long travel times, crime, and the perceived inconvenience are barriers for commuters who already drive to switch to transit. This feeds car-centric culture at CTR employment sites, which reinforces the negative perception. In the long term, the transportation system needs to prioritize mass transit to overcome these barriers. In the meantime, staff will demystify sustainable transportation options and share safety messaging. Carpooling is often a more attainable option than transit when connections to transit are lacking either at the worksite or residences. Messaging that occasionally advocates for sustainable options is also helpful and can help achieve CTR goals.

Norms around telework need to continue to shift. TDM program staff can provide technical assistance in developing telework programs and can promote educational opportunities and resources.

15. Describe the transportation demand management technologies your jurisdiction plans to use to deliver CTR services and strategies.

The state's CTR tool is used to conduct CTR surveys and gather annual program reports. RideshareOnline.com is used to form carpools and Vanpools. Mapping applications such as Metro's Trip Planner and Google Maps are used for trip planning assistance. TDM program staff and ETCs promote the state's annual "Switch Your Trips" campaign.

16. Transcribe or link to your local CTR ordinance.

Ordinance No. 2201: <http://records.tukwilawa.gov/WebLink8/1/doc/8758/Page1.aspx>

17. Describe your financial plan.

a. *Describe the estimated average annual costs of your plan.*

Activity	Estimated average annual cost
Employer engagement*	\$36,000
Commute Trip Reduction 4-year plan	\$6,000
Performance reporting**	\$26,000
Administration ***	\$35,000
Total	\$103,000

* Includes identifying and notifying worksites, training Employee Transportation Coordinators, promoting TDM campaigns, and providing technical assistance.

** Includes worksite surveys and program reports.

*** Includes financial and program management; quarterly reporting; staff training; and involvement in comprehensive, regional transportation, and transit planning.

b. *Describe likely funding sources, public and private, to implement your plan.*

WSDOT Commute Trip Reduction grant funding, WSDOT Regional Mobility Grant, FHWA Congestion Mitigation and Air Quality Improvement Program.

18. Describe your implementation structure.

a. *Describe who will conduct the activities listed in your plan.*

Activities in the plan will be conducted by TDM Program staff.

b. *Indicate who will monitor progress on your plan. List job title, department, and name.*

- Alison Turner, Sustainable Transportation Program Manager, Department of Community Development
- Christopher Andree, Sustainable Transportation Outreach Coordinator, Department of Community Development
- Katelyn Saechao, Sustainable Transportation Communications Specialist, Department of Community Development

19. List your implementation schedule.

a. *Provide the timeline for anticipated projects.*

- July–September 2025: Execute contract and draft work plan
- July–September 2025: Identify worksites and employee transportation coordinators
- January–March 2026: Collect CTR program reports
- March–June 2026: Conduct CTR surveys
- July–September 2026: Identify worksites and employee transportation coordinators
- January–March 2027: Collect CTR program reports

- July–September 2027: Execute contract and draft work plan
- July–September 2027: Identify worksites and employee transportation coordinators
- January–December 2028: Develop 2029–2033 CTR Plan
- January–March 2028: Collect CTR program reports
- March–June 2028: Conduct CTR surveys
- July–September 2028: Identify worksites and employee transportation coordinators
- March–June 2029: Collect CTR program reports

20. Describe the CTR plan for jurisdiction employees.

- a. Describe the services, programs, information, and other actions your city or county put in place to help its employees reduce their drive alone commute trips.*

The City's CTR Program for employees currently includes these elements:

- Designation of an Employee Transportation Coordinator
- Telework policy
- 20 ORCA passes for employees who work in-person and do not telework
- Amenities such as bike racks, break rooms with kitchens, and showers at some worksites
- Fleet vehicles for commuters to get to the train station
- Transportation information included in employee orientations

21. Describe how the CTR plan for jurisdiction employees contributes to the success of the overall plan.

- a. Describe how the plan for jurisdiction employees reinforces the success of the jurisdiction plan?*

The City's CTR Program indicates the City's commitment and sets an example to other employers. This creates a mutually reinforcing community focused on CTR and strengthens the program at all worksites in the City.

Alignment with plans

22. List the transit agencies that provide service in your jurisdiction.

- King County Metro
- Sound Transit

23. List the transit plans you reviewed while developing this plan.

- Metro Connects: King County Metro Long-Range Transit Plan (2021 Update)
- King County Metro Strategic Plan for Public Transportation 2021-2031
- Sound Transit Transit Development Plan 2024-2029
- Draft Tukwila Transit Plan

24. Describe how this CTR plan supports the transit plans.

CTR employer engagement, education, and promotion support transit usage. Promotion of evolving transit local options and ways to connect to high-capacity transit via active or shared transportation modes can help attract new transit riders. Additionally, outreach for this plan resulted in engagement in the planning process, and feedback from employers has been shared back with transit agencies. For example, during the King County Metro South Link Connections project, staff shared a list of community-based organizations and employers to engage, and a desire for protected bike lanes and faster bus service to the TIB Station.

25. Describe any comprehensive plan updates that are needed and when they will be made.

The comprehensive plan update for 2024-2044 has been adopted. Updates address climate change, community resilience, equity, and a new Multi-modal Level of Service standard. A new focus on safety expands past plan efforts, with the development of a new Local Road Safety Plan. Ongoing planning work is focused on further supporting of dense employment and housing within the City with the goal of encouraging efficient transit-oriented development.

Engagement

26. Describe stakeholder engagement.

a. Who did you talk to?

The City of Tukwila's 2024 Comprehensive Plan update was informed by outreach to local residents, employers, and organizations that serve the community. Additionally, TDM Program staff engaged CTR employers and community members. See question 28a for more detail.

b. When did you talk to them?

City of Tukwila Comprehensive Plan outreach for the Land Use, Housing, Regional Center, and Natural Environment, and Transportation Elements occurred between Spring 2023 and Fall 2024. We solicited feedback from ETCs by including questions in the 2024 CTR Program Reports. General public outreach for the CTR Plan update was conducted at six in-person events that occurred between May and July 2024.

c. What did they have to say?

See the answer to question 28c for feedback from vulnerable populations.

See the answer to question 29 for CTR employer feedback.

d. How did what they said influence the plan?

The concerns and issues that came up during outreach will influence the strategies the program uses to encourage sustainable transportation. For example, following input, the program incorporated additional messaging regarding safety concerns about transit use and further emphasized the cost savings associated with switching to transit or carpooling.

27. Describe vulnerable populations considered.

Vulnerable populations considered include historically marginalized communities; Black, Indigenous, and people of color; seniors; people with lower incomes; people with disabilities; immigrants and

refugees; English language learners; youth; and veterans. As noted earlier in Section 1a, the Tukwila population is highly diverse, requiring special attention in conducting outreach.

28. Describe engagement focused on vulnerable populations.

a. Who did you talk to?

For the CTR Plan, staff engaged Tukwila Elementary School families, current and prospective pre-apprenticeship program participants at the ANEW Construction Job Fair, Foster High School students and families, Tukwila Community Center youth program participants, attendees of Sound Transit's Boeing Access Road Link Station Open House, and families at the Touch-a-Truck event at Southcenter Mall.

TDM Program staff regularly engage people who commute in south King County, especially people who recently moved or are starting a new job. Priority populations include historically marginalized communities: people of color, people with lower incomes, people with disabilities, immigrants and refugees, English language learners, seniors, youth, and veterans.

For the Comprehensive Plan Transportation Element, the project team contacted community partners who serve vulnerable populations to request community input. The organizations and locations where the project team engaged included the City of Tukwila City Hall campus, Tukwila Community Center, Healthpoint Tukwila, Riverton Park United Methodist Church, Foster High School, Abu Bakr Islamic Center of Washington, Saint Thomas Parish, Global to Local/Spice Bridge, King County Library System Tukwila branch, Tukwila Village (senior housing), Saar's Super Saver Foods, Vietnamese Martyrs Parish, Somali Health Organization and the Starfire Sports Complex. Transportation Element outreach hosted two focus groups, one at Foster High School and another at Riverton Park United Methodist Church which serves a diverse community, including a large volume of asylum seekers from predominantly South America and Central Africa.

b. When did you talk to them?

Public outreach for the CTR Plan update occurred from May–July 2024. Feedback from south King County community members comes from SKC Trips transportation rewards program sign-up surveys from 2022 to 2024. City of Tukwila Comprehensive Plan outreach (for many of the Plan's elements, including Land Use and Transportation) occurred between Spring 2023 and Fall 2024.

c. What did they have to say?

Here is a summary of feedback from Comprehensive Plan and CTR Plan outreach:

- **Safety on transit:** There is a desire for improved bus stop lighting conditions, further on-board security measures, safety measures at bus stops and Sounder/Link Light Rail stations, especially during times with lower ridership. There are safety concerns on the bus and around the bus stop requiring riders to monitor surroundings, in some cases adjusting where one boards or exits the bus if feeling threatened. Parents are concerned about youth taking the bus alone.
- **Safety while walking:** There are concerns about pedestrian safety due to lack of sidewalk connectivity in some areas and high vehicle speeds on arterial streets and highways. There are safety concerns with walking on the Green River and Interurban trail and Tukwila numbered trails, particularly while in the dark or when youth are alone.
- **High costs associated with driving**

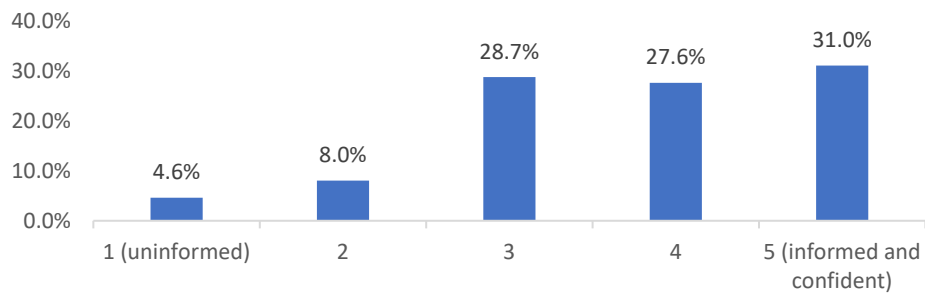
- **Transit reliability and frequency of service:** People have expressed that they cannot take transit because of childcare transportation needs. There is a desire for improved east-west transit, including from southern Tukwila to Link light rail. There is frustration from Tukwila Community Center users and Allentown residents about the lack of bus service despite proximity to King County Metro's South Base. There is interest in improved transit service in the Southcenter area, including the suggestion of a potential Southcenter circulator service or on-demand service, similar to Metro Flex. There is desire for regional express buses to stop in Tukwila and/or the Southcenter Mall area, including connections sought to communities on the east side of Lake Washington and Pierce County.
- **Desire for better bicycle infrastructure:** There is enthusiasm for the Green River Trail, but desire for a safe connection to the Chief Sealth Trail. Improvement is needed for bike infrastructure to south Tukwila, and as it is, many routes require riders to be very confident. Better east-west cyclist connectivity across the city is needed. There is a desire for affordable bicycles.
- **Parking availability at Park-and-Rides:** There is not enough parking at stations and park-and-rides.

Here is a summary of feedback from SKC Trips outreach:

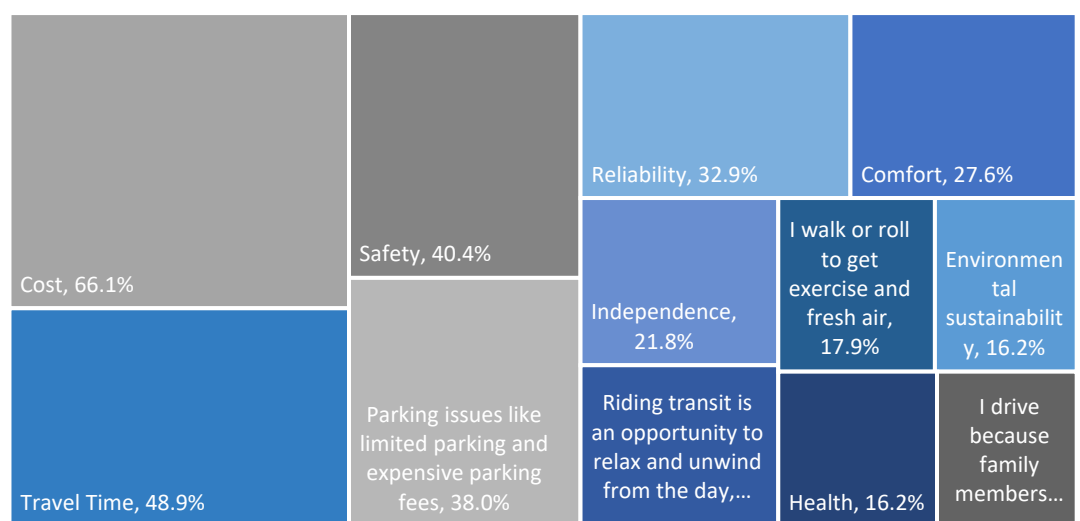
- **Carpooling:** People are interested in carpooling or vanpooling if they could find someone to carpool with.
- **Metro Flex:** The service is helpful for getting to TIB Station, getting to work, and for youth to get to after school activities. Potential users can be deterred when they are unable to get a ride during busy times. The service does not serve some Tukwila residents, as it does not cover all residential areas and you cannot travel across service zones. There may be a lack of awareness of the current service, with people assuming the service only goes to TIB Station or is not a public transit service that is for them.
- **Security at Park-and-Rides:** There are concerns about vehicle property crime at park-and-ride lots.
- **Transit appreciation:** There is satisfaction with and gratitude for bus and Link light rail service availability.
- **Real-time transit data:** There is a desire for more real-time information for riders of bus and rail at stops and stations.
- **Bus stop amenities:** There is a desire for improved bus stop weather protection.

2022 SKC Trips participants feel knowledgeable about their transportation options.

How knowledgeable do you feel about your transportation options?

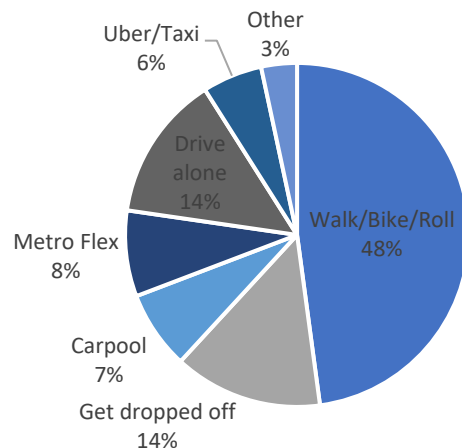


In response to the question “What influences your decision of how to get around?” in 2022, the top answers were Cost, Travel Time, and Safety.

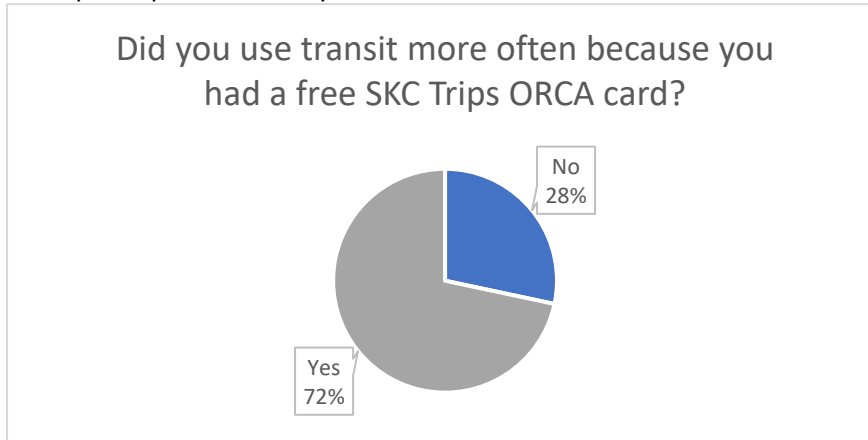


Almost half of SKC Trips participants in 2024 use active transportation to get to transit. Over 40% depend on a vehicle of some kind, whether driving a personal vehicle, carpooling or getting a ride.

If you ride transit, how do you get to the bus/train?



Most participants said they used transit more often because of the SKC Trips ORCA card incentive.

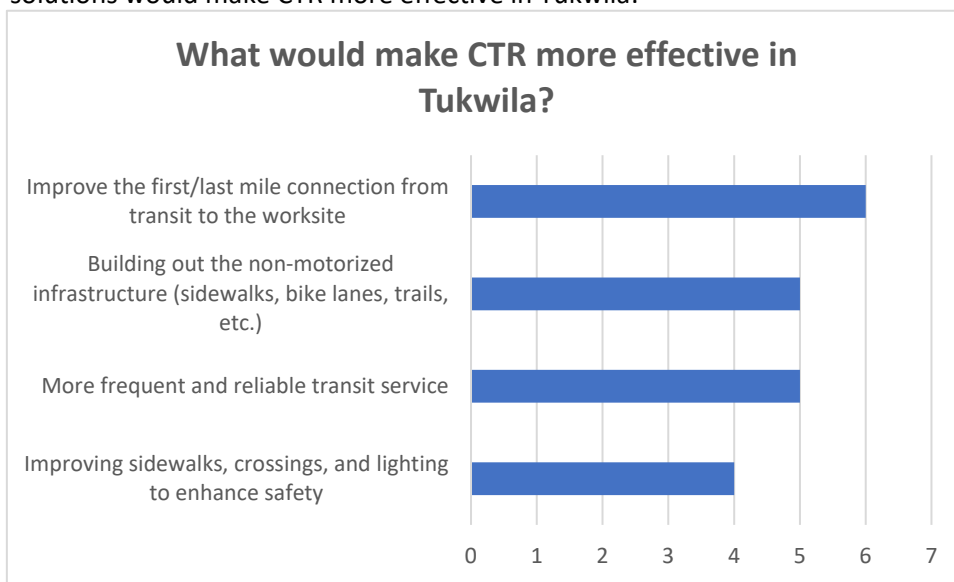


d. How did what they said influence the plan?

It is important for the City to be informed of community members' concerns. The success of this plan is contingent on other barriers being addressed (cost, safety, service quality) and feedback collected informs the City's understanding of barriers that need to be addressed to achieve CTR goals. The feedback will inform the strategies the City will use to support CTR-affected employers and to achieve CTR targets.

29. List employers' suggestions to make CTR more effective.

Employee Transportation Coordinators (ETCs) representing CTR-affected employers indicated these solutions would make CTR more effective in Tukwila:



ETCs shared what would help their worksites achieve a lower drive-alone rate:

- Creating a crosswalk to get across Highway 181 to access the walking trail to get to the bus and train.
- Incentives and improved access to fast, reliable transit service that accommodates shift-work operations.
- “Our staff come from all over the Puget Sound area, many that live in suburban and exurban areas. Until we have a regional mass transit system that provides reliable, frequent, comprehensive, and above all fast mass transit, we won’t see wide adoption of public transit at our offices. What could help many of our staff now is to create dedicated and protected bike lanes to the Link station in Tukwila (the bike lane effectively ends at the I-5 exit ramp to Southcenter), and faster bus service from the Link station to near our offices.”
- A worksite expressed that they do not feel comfortable promoting transit to their staff because it is not safe getting to or waiting for the bus.
- Better public transportation connection/route options closer to the worksite.

30. Describe results of engagement focused on vulnerable populations that will be provided for use in comprehensive plan and transit plan updates.

All engagement feedback has influenced the 2024 Comprehensive Plan update. A list of ideas from the community on improving transportation in Tukwila was used to develop the goals, policies, and project recommendations for the Transportation Element and other elements of the Comprehensive Plan. The City has developed a wide range of implementation strategies for Plan policies that it will be undertaking over the next 20 years. Every five years, the City will report out to the state, regional, and county government on the City’s progress in implementing those strategies. Many strategies support activities that promote transit-oriented development, and addressing climate change, environmental protection, and transit and nonmotorized transportation use.

Regional transportation planning organization CTR plan review

RTPO comments

The City of Tukwila 2025-2029 CTR Plan has been reviewed by the Puget Sound Regional Council found it to be consistent with the 2022–2050 Regional Transportation Plan.