



# Bellevue Commute Trip Reduction Plan

## 2025-2029

September 2025



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# 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.

Bellevue is the fifth largest city in Washington and is a major employment center in the Puget Sound region, serving as the home to major corporations like Meta, Amazon, T-Mobile and Paccar. As of 2023, Bellevue's population was 154,600 residents and as of 2022, Bellevue's worker population totaled 154,400. Within the Bellevue Comprehensive Plan's horizon year of 2044, Bellevue is projected to add 70,000 jobs and 35,000 housing units – bringing the total jobs to 227,800 and housing units to 98,200. Bellevue is a major regional job center with about the same number of jobs as residents, and with a significant number of commute trips generated to, from and within the city.

Currently, Bellevue workers' and residents' sustainable transportation needs are served by 30 bus routes operated by Sound Transit and King County Metro to include ST Express Routes 532, 550 and 560, and KCM's RapidRide B Line service, Sound Transit's 2 Line light rail service (full opening in 2026 with service into Seattle); multiple employer shuttles; King County carpool and vanpool (share) options; over 140 miles of bike lanes and facilities; 325 sidewalk miles; 26 miles of multi-use paths (for pedestrian and bicycle use); and the Bellhop microtransit service that operates in Downtown Bellevue. Bellevue's transportation options, especially with the introduction of the 2 Line, are expanding, leading to increased travel options for the city's workers and residents.

As the city grows, its transportation system must provide the influx of new residents and workers with viable multimodal travel options to serve a denser city. In its Mobility Implementation Plan (MIP), released in April 2022, Bellevue states that the plan serves as "a new performance measurement and prioritization system that aligns transportation investments with the city's land use vision, providing the platform for Bellevue to meet the multimodal future envisioned in the Comprehensive Plan."

Through the Comprehensive Plan, Bellevue directs investments and services to Regional Centers, Countywide Centers, and Neighborhood Centers as identified by the Puget Sound Regional Council, King County, and the City of Bellevue, respectively. Providing multimodal options in these centers will be key to achieving the transportation and land use goals the city, county, and region have established. Furthermore, Bellevue's Transit Master Plan presents ways in which Bellevue can support the use of transit capital facilities through development lots linking transit services and land use through transit-supportive zoning and subdivision regulations; connecting the pedestrian and bicycle environment to transit services; the strategic placement of transit stops as the first point of access near major destinations with amenities; and the transit running way on city streets where transit operates by implementing intersection, bus stop, and vehicle lane treatments as well as expanding transit signal priority (TSP). These elements are key to the city providing access to, and facilitating, transit service operated by King County Metro and Sound Transit.

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

Since the city's incorporation in 1953, growth primarily occurred through annexation and the development of single-family subdivisions and community shopping centers, resulting in a land use pattern that centered around the movement of cars. Despite this

reality, Bellevue began implementing more progressive multimodal policies to support modes of travel other than driving alone. This started with the Bellevue Transit Center in the 1970s, followed by the city adopting Downtown as a high-density, mixed-use center in 1980, and the completion of Bellevue's first Non-Motorized Transportation Plan in 1993. Over the years, Bellevue has increasingly prioritized its population and employment growth in the Downtown and BelRed areas as well as in Crossroads, Wilburton/East Main, Factoria and Eastgate. These locations, due to their increasing density and mix of land uses, are and will be better suited to support increasing multimodal transportation options.

Most of Bellevue's larger employers are located in Downtown with several near Factoria, Eastgate, and in BelRed. For worksites in Downtown and BelRed, Sound Transit's new 2 Line light rail service acts as an Eastside-only starter line connecting Bellevue and Redmond. Once the line is fully operational in 2026 Bellevue workers and residents will have improved light rail access to Seattle, and by extension Lynnwood, and Federal Way, as well as to Downtown Redmond.

The 2022-2033 Bellevue Transportation Facilities Plan (TFP) includes priority projects identified in city's long-range plans, and it facilitates the implementation of these projects dependent on city and other revenues projected for the next 12 years. These project types were gathered from the Capital Improvement Program (CIP) Plan, as well as from the Transportation Improvement Program, the Congestion Reduction Program, the Neighborhood Sidewalk Program, the Transit Master Plan and from the Pedestrian and Bicycle Transportation Plan. Projects were prioritized based on scoring criteria that included improving safety, Level of Service, transit, non-motorized facilities, and plan consistency and outside funding potential. Several of the projects in the TFP will help facilitate commuter access to non-drive-alone modes by implementing the following:

- Sidewalk and crosswalk additions and improvements
- Mid-block pedestrian crossings
- Traffic signal modifications to benefit pedestrians and bicyclists as well as including transit signal priority at select intersections
- Additional and improved bicycle facilities on bus routes and near light rail stations
- Additional HOV lanes (connecting to I-405 and I-90 HOV lanes) to be used by transit and carpool modes
- Separated multi-use paths
- Redesigned streets/corridors to accommodate multimodal uses
- Multi-use paths and trailhead improvements to include wayfinding and signage; landscape trail buffers; crosswalks and mid-block crosswalks
- Transitway connection through Bellevue College to better serve students/faculty and create more efficient routing for all riders
- Reserved funding for transit connection projects in Bellevue's Frequent Transit Network corridors

Bellevue's **Grand Connection** project, which will extend through and beyond Downtown, aims to improve pedestrian movement while providing a thoughtfully designed space. The Grand Connection is a series of projects and initiatives designed to expand Downtown Bellevue's existing pedestrian corridor to create a high-quality pedestrian experience from the Meydenbauer Bay shoreline to the Eastrail trail corridor in Wilburton. The aim is to create beautifully designed spaces for human connection

and creative inspiration, as well as efficient, comfortable movement. The Grand Connection will provide opportunities for active transportation like walking, biking, and rolling and will include spaces for outdoor dining.

City of Bellevue agency partners have implemented, and are implementing, new services and facilities that will help Bellevue travelers get around by non-drive-alone modes. These services and facilities include the following:

- **Sound Transit's 2 Line:** The agency's new light rail starter service began operating in April 2024 between Redmond Tech Center and South Bellevue, and will connect to downtown Redmond, Seattle and other light rail destinations in 2026.
- **I-405 Express Toll Lanes:** In 2026 the new express toll lanes will open on I-405, connecting Downtown Bellevue to the south, to join the current toll lanes to the north. These lanes will allow for more reliable and faster travel by transit, carpools, vanpools, and those who choose to use the lanes by paying the tolls.
- **Sound Transit's Stride bus rapid transit (BRT):** Benefitting from access to the I-405 Express Toll Lanes, the new Stride BRT service will begin operating in 2028 with S2 service, followed by S1 service in 2029. S2 service will connect riders from Downtown Bellevue to Lynnwood in the north, and S1 service will connect Downtown Bellevue to Burien in the south. Stride BRT has the potential to reduce travel times by as much as 20 minutes and will connect to the 2 Line light rail in Downtown Bellevue – providing more seamless connections.
- **King County Metro's RapidRide K Line:** Despite the K Line opening in 2030 (one year beyond this plan's horizon year of 2029), it is worth mentioning as it will soon provide another RapidRide service for Bellevue beyond the current RapidRide B Line, which provides service between Downtown Bellevue and Downtown Redmond. The K Line will extend from the Eastgate Park-and-Ride in Bellevue through Downtown Bellevue and to Totem Lake Transit center in Kirkland. This fast and reliable service will also provide connections to the B Line and the 2 Line light rail service as well as to several other routes.
- **Eastrail Multi-Use Corridor:** With a few segments already open in Bellevue, King County's Eastrail multi-use trail corridor will ultimately provide 42 continuous miles of a high-quality pedestrian and bicycle trail and preserve opportunities for additional transportation uses in the future. The project will improve regional mobility by connecting Eastside communities to existing trails, transit, and residential and commercial areas.

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

Since the beginning of Bellevue's CTR program in 1993, citywide CTR-affected worksites have reduced their drive-alone commute rates by 33 percentage points, from 76.1% to 43.1%. For all Bellevue worksites, according to U.S. Census American Community Survey 5-year estimates, worker drive-alone rates decreased by 8.1 percentage points, from 78.5% to 70.4%, from 2000 (2000 Decennial Census) to 2023 (5-year 2019-2023 ACS estimate). Most recently, drive-alone rates were greatly impacted by the COVID-19 pandemic that drastically increased teleworking, reduced transit ridership numbers, and led to the widespread adoption of hybrid working models – a significant change to Bellevue commute patterns.

- **COVID-19 pandemic and teleworking:** At the onset of the pandemic, commuting decreased due to the statewide “Stay Home, Stay Healthy” stay-at-home order. Worksites implemented teleworking policies that have become more commonplace in today’s working environment. In 2019, just 5.2% of Bellevue workers worked from home, compared to 16.1% in 2023.
- **Adoption of Hybrid Working Models:** Once the stay-at-home order was lifted, many companies developed hybrid working models so employees could divide their work weeks into a combination of in-office and at-home days. This widely accepted model has impacted commute patterns with many workers seeming to travel to work primarily on Tuesdays, Wednesdays, and Thursdays.
- **Transit Ridership Declines:** Due to stay-at-home orders, transit ridership across the country and in Bellevue plummeted and has been slowly rebounding; however, has not reached pre-pandemic levels. Before the pandemic, Bellevue’s transit ridership totaled over 48,000 weekday boardings and alightings in Spring 2020. Once the pandemic hit, weekday ridership declined to just over 10,000 and has since then recovered to over 32,000 in Fall 2024 – still 20,000 fewer weekday riders than pre-pandemic levels.
- **Peak and Off-Peak Travel:** Largely due to the onset of the pandemic, peak and off-peak trips have changed in Bellevue. Transit ridership patterns show a drastic drop in the AM peak most likely due to teleworking and workers having the flexibility to arrive at work later in the morning. Instead of two distinct peak periods in the AM and PM, there is now a single peak travel time that extends from 9 a.m. to 7 p.m., indicating that people are traveling at all periods of the day and need more options that will accommodate this new reality. Additionally, according to U.S. Census data, more workers who do not work from home have increasingly dispersed their travel times in the morning. Pre-pandemic (2019), more workers were traveling to work between 6-6:29 and 6:30-6:59 a.m. at 5.9% and 7.7% respectively; compared to just 4.3% and 5.3% for those time periods post-pandemic (2022). This has resulted in more workers being able to leave later for work. For example, between 8 and 8:29 a.m. in 2019, 12.8% of workers left at this time, compared to 15.9% in 2022.

## CTR Implications:

The overall goal of CTR is to reduce traffic congestion, air pollution and fuel consumption. Making progress toward these goals has been greatly helped by the increase in teleworking. Teleworking policies and practices align with CTR goals to reduce drive-alone commute trips and is a strategy the city will continue to promote to worksites where it is appropriate.

For those CTR-affected employees who participate in hybrid work schedules, for days traveling into work (primarily Tuesdays, Wednesdays, and Thursdays), non-drive-alone mode options need to be made readily available and promoted often as an alternative to driving alone to work. Combining incentives such as free/subsidized transit passes with remote work capabilities will help CTR-affected worksites work toward meeting their established goals as well as those of the local jurisdiction, county, region and state.

Due to the nature of the current hybrid working model, travel patterns have changed. Increased off-peak trips are made due to employees being at home and having the flexibility to make trips throughout the day. Non-drive-alone options are needed for daily errands, doctor visits, buying groceries, accessing parks, and more.

With new transit services like the 2 Line, the upcoming King County Metro RapidRide K Line and Sound Transit's Stride bus rapid transit, there will be more transit options. This combined with employer-provided transit passes will help more employees travel to work sustainably and could help transit agencies regain some of the ridership that was lost during the pandemic.

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

**Influencing Mode Choice:** Bellevue's Comprehensive Plan includes Transportation Demand Management language that speaks to influencing mode choice through means that include both marketing and improving services and facilities. The city sets regulations for new developments that reduce auto dependency by addressing site design features and requires developers and managers of large buildings to develop transportation management programs. The city also pursues marketing of mobility options to workers, residents, and visitors, and works to improve services and facilities, by means such as investments in pedestrian and bicycle infrastructure.

**Supporting Growth Capacity:** The City of Bellevue has determined that the city's growth will be mostly directed to the city's Mixed-Use Centers to include Downtown, BelRed, Wilburton/East Main, Crossroads, Factoria and Eastgate. This continued approach will help Bellevue grow in a sustainable manner by creating more compact and walkable neighborhoods that can better support multiple transportation options. Additionally, Downtown Bellevue has been designated as a Regional Growth Center by PSRC and the other areas mentioned above have been designated as Countywide Centers by King County.

**Integrating Land Use and Transportation:** Providing a host of transportation options, especially in more dense parts of the city such as the city's Mixed-Use Centers, helps to allow Bellevue residents and workers to live closer to work and have sustainable modes that can accommodate all trip types. This strategy aligns with the city's Performance Management Areas (PMAs) established for transportation planning and performance evaluation purposes. PMAs consist of three types: Type 1 – High-Density Mixed Use; Type 2 – Medium-Density Mixed Use; and Type 3 – Low-Density Residential Neighborhoods. Most future growth is prioritized in PMA Types 1 and 2, due to their mix of uses and multiple transportation options.

**Expanding Transit, Active Transportation and Mobility Options:** Bellevue's Mobility Implementation Plan details a complete and connected transportation network that supports the city's land use vision by expanding mobility options. Performance targets are established for each mode, and right-of-way mobility priorities are developed to complement the land uses to improve access and livability. This integration supports the use of multimodal options such as taking transit, sharing the ride, walking and biking to destinations.



- 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.**

**Influencing Mode Choice:** As the key pillar of Bellevue's CTR program, influencing mode choice, as mentioned in the TDM portion of the Comprehensive Plan, involves marketing and facilitating the use of modes other than driving alone. Bellevue's CTR staff will continue its work with large Bellevue employers to advance sustainable commuting. The city and its partners should continually seek new and innovative techniques and tools to help Bellevue workers commute more sustainably. For example, sustainable trip logging could potentially be improved by gamifying the process and/or enhancing rewards. Finding new ways to influence mode choice is important, especially as Bellevue continues to grow its workforce.

**Supporting Growth Capacity:** Prioritizing Bellevue's growth in mixed-use areas of the city that are and will be well-connected by sustainable transportation options will be crucial to help the city reach its land use and transportation objectives. This approach must be sustained, and as the city grows, it should periodically review its progress and find additional opportunities to advance this framework in other parts of the city. Increasing sustainable transportation access in growing areas of the city will provide more CTR-affected employees with improved housing and transportation options.

**Integrating Land Use and Transportation:** The integration of land uses and multimodal transportation facilities and services must be sustained for Bellevue to reach its land use, transportation, and environmental objectives. Providing a suite of transportation options, especially in more dense parts of the city, provides Bellevue residents and workers the ability to live closer to work and have modes that accommodate all trip types. The city should always be seeking new opportunities to improve the integration of land use and transportation. For example, in the city's defined Neighborhood Centers, the city should be identifying additional opportunities to make multimodal transportation investments to support these neighborhoods. These areas, with the right balance of sustainable transportation options, could be where existing and new CTR-affected companies could locate.

**Expanding Transit, Active Transportation and Mobility Options:** During the finalization of this plan, the Bellevue City Council amended City Code 11.48.210 (Motorized Foot Scooters), which previously prohibited scooter use on public rights-of-way with speed limits greater than 25 miles per hour. The revised code expands permitted operating areas, allowing e-scooters on roadways, in bicycle lanes, on shared-use paths, along paved trails, and in city parks. Sidewalk riding remains prohibited unless no safe alternative exists, consistent with state law. Building on this policy change, the City is evaluating the concept of a shared micromobility program that could result in a vendor receiving a right-of-way use permit to begin operations as early as Spring 2026. At the same time, Bellevue continues advancing its bicycle infrastructure plans to deliver a more complete, safe, and connected bike network that supports these emerging modes. Together, these efforts will help connect residents, workers, and visitors to transit, extending transit's reach through improved first/last mile solutions.



**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.**

**Influencing Mode Choice:** From 1993 to 2025, Bellevue's CTR program has reduced the rate of large-employer drive-alone worksite trips from 76.1 percent to 43.1 percent. Bellevue will continue and expand its efforts to influence mode choice by working with existing CTR-affected companies and identifying new potentially affected worksites to introduce them to CTR. Bellevue CTR will help them develop transportation management programs to get even more single-occupancy cars off the road.

**Supporting Growth Capacity:** Most of Bellevue's CTR-affected companies are located in the city's medium and high-density mixed-use areas, defined as Performance Management Areas. Bellevue's CTR program largely operates in these areas by working with CTR-affected companies to develop their transportation programs and promote use of the sustainable transportation services and facilities that are in the immediate area. This work helps preserve mobility in these areas and the region, supporting Bellevue's growth capacity.

**Integrating Land Use and Transportation:** Working with CTR-affected employers and employees to encourage use of sustainable transportation modes supports the city's land use and transportation objectives by promoting the movement of more people in fewer vehicles, making the transportation system more efficient as the city grows. The program leverages the multitude of travel options in dense areas of the city for greater impact.

**Expanding Transit, Active Transportation and Mobility Options:** Bellevue CTR works to increase the use of transit, active transportation, and other mobility options available in Bellevue. If bike and scooter share comes to Bellevue, the city can work with CTR-affected companies to promote and incentivize their use. In addition, Bellevue CTR will continue its promotion of the city's Bellhop service and will promote other microtransit options should they become available in Bellevue.

**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 emissions reduction efforts.**

The City of Bellevue has established the goal to reduce citywide greenhouse gas emissions by 50% by 2030 and 95% by 2050, as described in the 2044 Comprehensive Plan. The CTR program supports the GHG reduction efforts by working with Bellevue's larger companies to develop transportation programs that include the incentivization and promotion of sustainable modes of transportation to get to and from work over driving solo. This helps reduce cars on the road, which not only reduces strain on the transportation network but also helps reduce greenhouse gas emissions. Bellevue's CTR-affected employers recorded an 18.7 percentage point reduction in driving alone from 1993 to 2021, representing approximately 3,100 vehicles removed from Bellevue roadways each day, leading to an annual reduction of over 5.2 million metric tons of CO<sub>2</sub>.

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

Bellevue's Environmental Stewardship Plan has five focus areas that include climate change, energy, materials and waste management, mobility and land use, and natural systems. The mobility and land use focus area includes the use of public transit, employee commuting and the need to make land use and transportation systems more efficient. For employee commuting, the Environmental Stewardship Plan has set the goal to reduce the citywide drive-alone rate to 35% by 2050 (Stated as the inverse in the Sustainable Bellevue Plan as "sustainable commutes" for a 65% non-drive-alone rate by 2050). This CTR plan includes drive-alone rate reduction targets for CTR-affected companies and works with these companies to develop strategies/programs to help achieve these targets, which includes the promotion of public transit services, carpool, vanpool, walking, biking, and teleworking and flexible work schedules. This work helps the city reach its overall drive-alone rate target, improves mobility and reduces emissions.

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

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

Bellevue's CTR program significantly impacts the regional transportation system and helps the region and state achieve transportation efficiency, equity and environmental goals. CTR outcomes support economic development of the city, region and state by supporting job growth while retaining mobility through a more efficient transportation system.

The Puget Sound Regional Council's 2022-2050 Regional Transportation Plan details the need for an integrated transportation system that provides for the efficient movement of people and goods; improves air and water quality; reduces greenhouse gas emissions; and helps to strengthen the regional economy. The plan focuses on a framework for the development of an equitable, safe and sustainable transportation system that improves travel for all throughout the region. PSRC outreach confirms that the public wants more sustainable travel options to help reduce GHG emissions, better access to transit, improved safety, and a system that addresses inequities exacerbated by the COVID-19 pandemic.

The Washington Transportation Plan: 2040 & Beyond explains the need to increase travel options to support improved mobility; protect and improve environmental and health conditions; and foster an inclusive and vibrant economy. Furthermore, the state aims to make the most of existing infrastructure, services, and resources; increase safety and efficiency while keeping costs low; improve system reliability; and align transportation policies and investments to support economic, societal, and environmental objectives.

Additionally, the Washington State Draft 2025-2029 CTR Plan details the need to improve delivery of CTR programs; expand the CTR market; produce more useful transportation behavior data; expand investment and services to advance equity and environmental justice; respond to shifting mobility patterns; and reduce greenhouse emissions. Due to emerging trends, primarily brought on by the COVID-19 pandemic, the state has identified the need to address shifting mobility patterns, inequities, and improve resilience especially as it relates to climate change.

**Regional and State Benefits of Bellevue's CTR Program:** Below are the principal themes to address that were identified in the above-mentioned plans.

- **Improve Mobility:** Bellevue's CTR program encourages CTR-affected worksites and their employees to travel by other means than driving alone. Diversifying mobility choices in Bellevue helps to preserve and advance mobility by getting more workers out of single-occupancy vehicles and into more efficient modes like taking transit, participating in carpool and vanpool commute trips, walking and biking, and encouraging flexible work schedules and teleworking.
- **Advance Sustainability:** Bellevue's CTR program works with large employers in Bellevue and their employees to increase usage of sustainable modes that reduce greenhouse gas emissions, resulting in improved air and water quality, less noise pollution, and a healthier environment for all, transcending Bellevue to benefit the region and the state.
- **Support the Economy:** Increasing use of sustainable and efficient modes of transportation supports local, regional, and state economies. Providing workers with more travel options results in a more competitive and robust economy at all levels and helps companies retain and attract talent by efficiently connecting workers with economic opportunities.
- **Advance Transportation Equity:** Bellevue CTR works closely with CTR-affected companies to improve transportation options for their employees. This work helps create more sustainable, healthier, and more affordable commutes for employees. Bellevue CTR works with these companies encouraging them to provide transit, carpool/vanpool and other subsidies and amenities supporting both regional and state objectives. CTR programs must be designed to reach fully the diverse employee population of Bellevue. Therefore, practitioners and decision makers must identify strategies that will provide CTR-affected worksites with transportation resources available for low-income workers, shift-workers, retail/hospitality workers so they too can get to work more sustainably, affordably, and efficiently.
- **CTR Program Delivery and Data:** The state's goals to improve program delivery and data will help Bellevue's CTR program by increasing travel option resources at worksites; increase satisfaction of CTR program administrators; bring more affected worksites into the CTR program; reduce processing times; and improve data collection tools and analysis. Bellevue's CTR program will take advantage of these improvements to assist current and future CTR-affected worksites that will, in turn, help both the region and state meet their established objectives.

**b. List adjacent CTR-affected cities and counties.**

- Seattle
- Kirkland
- Renton
- Issaquah
- Redmond
- Pierce County
- Snohomish County

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

**Traffic Congestion:** Since Bellevue is a major job center with over 80 CTR-affected worksites, many workers from throughout the region travel to Bellevue for work. In fact, nearly 89% of workers employed in Bellevue live outside the city. CTR-affected employees constitute over one-third of all employees in Bellevue. This dynamic creates substantial traffic congestion in Bellevue and in surrounding jurisdictions, especially on I-405 (north/south); I-90 (east/west); the 520 (east/west); and Bellevue's major streets and arterials.

**Regional Transit Connectivity:** Due to Bellevue's history of prioritizing the movement of cars over people, transit options and connectivity to other jurisdictions are limited. However, there are several transit investments that will occur within this plan's horizon that will improve Bellevue's connectivity to other jurisdictions. As an example, in 2024, Sound Transit's 2 Line light rail service began operation in Bellevue, improving commutes for many, and will provide improved regional connectivity to/from Bellevue once the full line is in operation in 2026.

**Transportation Equity:** Ensuring all Bellevue workers and residents have affordable transportation options/access, is an issue that reaches beyond Bellevue's borders. Many of Bellevue's workers cannot afford to live in Bellevue due to high housing costs and have to commute from other areas of the region. Therefore, transportation equity must be a key consideration from a local and regional perspective when evaluating all transportation infrastructure projects, transit service changes and expansions. These barriers, plus the need to locate affordable housing near transit, must continue to be addressed to improve equitable transportation access across the region and in Bellevue.

**Environmental Impacts:** Due to traffic congestion causing increased air pollution and other environmental contaminants, Bellevue and its neighbors endure environmental and health disparities that will require both local and regional actions. Bellevue's Comprehensive Plan includes actions to mitigate environmental impacts from transportation and growth, to ensure the built and natural environments can coexist in a sustainable manner which includes the need to "develop the transportation system in Bellevue to avoid, minimize or mitigate environmental impacts, while addressing long-term transportation and land use objectives."

**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.**

Bellevue (and surrounding jurisdictions) have detailed policies and actions in their respective plans to reduce traffic congestion, boost regional transit connectivity, improve transportation equity, and mitigate transportation impacts to the natural environment. Bellevue's 2044 Comprehensive Plan details six policies aimed at improving regional transportation coordination:

- **TR-40.** Work actively and cooperatively with other Eastside jurisdictions, regional and state agencies and transit service providers to plan, design, fund and construct regional transportation projects that support the city's Comprehensive Plan.

- **TR-41.** Develop the transportation system in a manner that supports the regional land use and transportation vision adopted in VISION 2050, the 2022-2050 Regional Transportation Plan and the Countywide Planning policies for King County.
- **TR-42.** Utilize the Eastside Transportation Program Partnership as a forum for the planning, funding, and coordination of transportation system improvements that involve multiple jurisdictions.
- **TR-43.** Inform, consult with, and otherwise involve other affected jurisdictions in the city's transportation planning efforts.
- **TR-44.** Cooperate with other jurisdictions to resolve mutual land use and transportation concerns.
- **TR-45.** Provide an arterial system, and encourage the state to provide a freeway system, that together support local and regional mobility and land use plans.

Bellevue and its surrounding jurisdictions have committed to actions in the following areas:

**Traffic Congestion:** To reduce traffic congestion all jurisdictions have committed to the development of a multimodal transportation system that mitigates traffic congestion by switching more people from solo driving to sustainable modes of transportation. The state, region and its jurisdictions have committed to various infrastructure projects to help relieve congestion and will continue the promotion of these projects by encouraging the use of transit, carpools, vanpools, walking, and biking to complete trips within and to other jurisdictions. For example, the construction of the new I-405 express toll lanes, connecting Downtown Bellevue to the south, to join the current toll lanes to the north, will improve regional multimodal connectivity by allowing transit, carpools and vanpools to travel more efficiently and reliably, thereby helping to increase person throughput in the corridor.

**Regional Transit Connectivity:** In addition to Bellevue's Comprehensive Plan regional policy strategies and those of the surrounding jurisdictions, new infrastructure and services are being built to better accommodate regional travel. Taking advantage of the I-405 express toll lanes, Sound Transit's Stride bus rapid transit service on I-405 will begin service in 2028/2029. Stride will provide a faster and more reliable bus trip to and from Bellevue from the north and south. Stride BRT will connect to Sound Transit's 2 Line in Downtown Bellevue. The 2 Line light rail service in Bellevue and Redmond will connect to the 1 Line in Seattle starting in 2026 including Lynnwood, Angle Lake and future destinations. Additionally, King County Metro will implement its RapidRide K Line bus service in 2030, which will also connect to both the Stride bus rapid transit service and the 2 Line, providing even greater regional transit connectivity. These new services will benefit Bellevue's commuters. Additionally, PSRC has identified the need to increase transit boardings by more than triple by 2050 and ensure that nearly 60% of all households in the region will live within a half mile of high-capacity transit service. Bellevue's CTR program will actively promote these new services to CTR-affected employers and employees.

**Transportation Equity:** Transportation equity must be at the forefront of all transportation planning and infrastructure decisions. PSRC has called for improved policies and actions that will improve transportation equity, especially for people of color, low-income individuals and families, and people who have limited English proficiency (LEP). PSRC has called for an increase in rates of access to high-capacity transit by these groups and ensure that they will experience less travel delay and shorter travel times than the regional average, supporting the equity-related policies



in PSRC's VISION 2050 plan. This work will prioritize the implementation of equitable transportation investments in historically underserved communities within the region, with all jurisdictions in alignment in their respective plans. In addition to continuing to work with CTR-affected employers, Bellevue's broader TDM program will work with non-CTR-affected employers and employees in industries that employ more disadvantaged workers such as the hospitality industry, to increase their access to transportation options.

**Environmental Impacts:** PSRC's 2015 Regional Greenhouse Gas Emissions Inventory indicates that the largest contributor of regional GHG emissions comes from on-road vehicles, amounting to 35% of total regional emissions. Furthermore, in 2022, as indicated on Bellevue's Environmental Performance Dashboard, 47 % of Bellevue's transportation emissions are from passenger cars.

PSRC has identified in its Regional Plan the following sustainable multimodal transportation investments, actions and objectives by 2050 to provide travel options that will help mitigate impacts to the environment:

- 70% of the plan's investment in system improvements are for transit, resulting in:
  - 36 bus rapid transit routes
  - 10 passenger-only ferry routes
  - 116 miles of light rail and over 80 stations
  - A tripling of transit boardings by 2050
  - Over 59% of households and 76% of jobs within ½ mile of high-capacity transit
  - A 19% reduction in VMT per capita and an additional 6.3 million hours of transit service as compared to 1990 levels

Within Bellevue's Comprehensive Plan, under Climate and Environment, to help improve air quality from a transportation perspective, the city has established the following policies that relate to and impact Bellevue's CTR program:

- **CL-71.** Work with the private sector to reduce growth in vehicle trips as a key strategy for reducing automobile-related air pollution.
- **CL-72.** Implement projects that provide significant air quality improvements to areas with existing poor air quality.
- **CL-73.** Provide transportation improvements for the purpose of relieving localized substandard air quality by shifting traffic from the most polluted areas to less congested facilities nearby, balancing other community needs such as equitable traffic or noise impacts.

Additionally, in the Comprehensive Plan under Transportation Environmental Considerations, the following policies have been established that have implications for Bellevue's CTR program:

- **TR-129.** Develop the transportation system in Bellevue to avoid, minimize or mitigate environmental impacts, while addressing long-term transportation and land use objectives.
- **TR-130.** Support means to reduce per capita vehicle miles traveled and transportation-source greenhouse gas emissions.

Surrounding jurisdictions have made similar commitments to plan for and provide environmentally supportive transportation options and provide reasonable connections with other communities in the region. Jurisdictions have adopted policies that support the development of a multimodal transportation system that preserves and protects the natural environment by reducing air pollution and other environmental contaminants.

For example, the City of Redmond has included policies to maintain high air quality through land use and transportation planning and management, as well as to continue implementing and enforcing commute trip reduction programs as a key strategy for reducing vehicle-related air pollution.

From a CTR perspective, jurisdictions have agreed to continually work with CTR-affected companies to assist in the development of their transportation programs and promote and incentivize the use of sustainable modes of transportation to help address the above-mentioned issues.







## Performance targets

### 5. List Your jurisdiction's CTR performance target(s).

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

Bellevue's performance target for 2029 is a weighted average drive-alone rate of 39.9% (or less), which is a 7.5% reduction from the 2023-2025 CTR survey cycle citywide weighted average of 43.1%. This percentage reduction target has been calculated to align with Bellevue's TDM and Comprehensive Plan targets.

Baseline weighted average % - (Baseline weighted average% x % reduction) = 2029 DAR performance target

$$43.1\% - (43.1 \times 7.5\%) = 39.9\%$$

#### b. List any additional numeric performance targets.

None

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

#### a. Provide the number you'll use as the starting point for each performance target. You'll measure the difference between this number and your target, to report performance.

The CTR-affected worksite performance target baseline is a weighted average DAR of 43.1%, which was calculated from the 2023-2025 CTR survey results.

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

#### a. Provide the source for each base value listed.

The base value for each target for CTR-affected worksites was calculated from the 2023-2025 CTR survey results.

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

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

Bellevue will use the WSDOT CTR Survey (2025-2027 survey results) as the method to measure progress for each target.

### 9. List your jurisdiction's CTR-affected worksites (See pages 16 and 17).

#### a. List all your CTR-affected worksites.

**Table 1: Bellevue's CTR-Affected Worksites**

1. AAA Washington - HQ	22. Chewy Inc.	43. Jacobs
2. Amazon - Bingo	23. City of Bellevue (Business Service Center)	44. Keiser Permanente
3. Amazon - Blueshift	24. City of Bellevue (City Hall)	45. Kindering
4. Amazon - Dynamo	25. Clark Nuber	46. King County Metro (East Base)
5. Amazon - Everest	26. Coinstar LLC	47. LinkedIn
6. Amazon - Grace	27. Concur Technologies	48. LTIMindtree
7. Amazon - Jetstream	28. Databricks	49. Meta
8. Amazon - Maverick	29. Eagleview Technologies	50. Mod Pizza - HQ
9. Amazon - Sonic	30. eBay Inc.	51. Nintex
10. Amazon - Tahoe	31. Elevate Outdoor Collective	52. Nordstrom
11. Apptio - Plaza East	32. Ericsson Inc.	53. OfferUP
12. Bank of America	33. Farmers Insurance Co.	54. Overlake Hospital Medical Center
13. Bellevue College	34. Flexport	55. PACCAR
14. Bellevue School District	35. GE Vernova	56. Parker Smith & Feek Inc.
15. Blueprint Technologies	36. Google	57. Pro Sports Club
16. Broadcom	37. Grant Thornton	58. Puget Sound Energy (110th Ave.)
17. Bungie	38. HDR Engineering	59. Puget Sound Energy (Factoria Service Center)
18. ByteDance (TikTok Key Center)	39. Healthcare Management Administrators, Inc. - HQ	60. Puget Sound Energy (Vernell Building)
19. ByteDance (TikTok Lincoln Sq. North)	40. HNTB Corporation	61. Robinhood
20. Capgemini	41. Hopelink	62. Salesforce
21. ChemPoint.com, Inc.	42. Intellectual Ventures - HQ	63. Savers, Inc.

64. Sea-Bird Scientific	71. Sucker Punch Productions	78. Verizon (Regional HQ)
65. Seagull Scientific	72. Symetra Financial	79. Visa Inc.
66. Seattle Children's	73. The Pokemon Company International	80. Waggener Edstrom
67. Smartsheet Inc.	74. T-Mobile USA, Inc. (Heritage)	81. Walmart
68. Snap, Inc.	75. T-Mobile USA, Inc. (HQ)	82. Warner Bros. Discovery
69. Snowflake Inc.	76. Unity Technologies	
70. Southern Glazer's	77. Valve Corporation	

**10. List a performance target for each CTR-affected worksite** (See pages 18 and 19).

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

Each CTR-affected worksite DAR performance target below is calculated by applying the 7.5% reduction rate from the weighted baseline values for each worksite. The baseline values come from the 2023-2025 CTR survey results.

**Table 2: Bellevue's CTR-Affected Worksites' DAR 2029 Targets**

	DAR Target		DAR Target
1. AAA Washington - HQ	18.4%	22. Chewy Inc.	40.7%
2. Amazon - Bingo	35.1%	23. City of Bellevue (Business Service Center)	51.1%
3. Amazon - Blueshift	36.8%	24. City of Bellevue (City Hall)	35.8%
4. Amazon - Dynamo	32.7%	25. Clark Nuber	30.8%
5. Amazon - Everest	33.5%	26. Coinstar LLC	10.6%
6. Amazon - Grace	33.6%	27. Concur Technologies	22.2%
7. Amazon - Jetstream	35.1%	28. Databricks	32.8%
8. Amazon - Maverick	37.7%	29. Eagleview Technologies	9.5%
9. Amazon - Sonic	31.1%	30. eBay Inc.	44.7%
10. Amazon - Tahoe	39.6%	31. Elevate Outdoor Collective	43.9%
11. Apptio - Plaza East	29.8%	32. Ericsson Inc.	47.0%
12. Bank of America	44.2%	33. Farmers Insurance Co.	5.1%
13. Bellevue College	50.8%	34. Flexport	47.4%
14. Bellevue School District	84.6%	35. GE Vernova	19.2%
15. Blueprint Technologies	24.8%	36. Google	43.6%
16. Broadcom	51.9%	37. Grant Thornton	26.0%
17. Bungie	17.3%	38. HDR Engineering	32.0%
18. ByteDance (TikTok Key Center)	50.8%	39. Healthcare Management Administrators, Inc. - HQ	7.0%
19. ByteDance (TikTok Lincoln Sq. North)	62.4%	40. HNTB Corporation	27.7%
20. Capgemini	33.8%	41. Hopelink	48.3%
21. ChemPoint.com, Inc.	18.7%	42. Intellectual Ventures - HQ	57.6%

	DAR Target		DAR Target
43. Jacobs	21.8%	64. Sea-Bird Scientific	60.8%
44. Keiser Permanente	63.6%	65. Seagull Scientific	15.4%
45. Kindering	55.3%	66. Seattle Children's	72.4%
46. King County Metro (East Base)	90.2%	67. Smartsheet Inc.	9.9%
47. LinkedIn	33.5%	68. Snap, Inc.	67.3%
48. LTIMindtree	26.2%	69. Snowflake Inc.	41.7%
49. Meta	46.5%	70. Southern Glazer's	64.1%
50. Mod Pizza - HQ	36.9%	71. Sucker Punch Productions	34.5%
51. Nintex	16.4%	72. Symetra Financial	5.9%
52. Nordstrom	72.2%	73. The Pokemon Company International	35.3%
53. OfferUP	18.8%	74. T-Mobile USA, Inc. (Heritage)	57.3%
54. Overlake Hospital Medical Center	61.1%	75. T-Mobile USA, Inc. (HQ)	56.4%
55. PACCAR	66.8%	76. Unity Technologies	22.4%
56. Parker Smith & Feek Inc.	37.4%	77. Valve Corporation	64.2%
57. Pro Sports Club	79.1%	78. Verizon (Regional HQ)	33.8%
58. Puget Sound Energy (110th Ave.)	42.9%	79. Visa Inc.	39.6%
59. Puget Sound Energy (Factoria Service Center)	55.2%	80. Waggener Edstrom	33.8%
60. Puget Sound Energy (Vernell Building)	55.5%	81. Walmart	34.1%
61. Robinhood	44.3%	82. Warner Bros. Discovery	38.3%
62. Salesforce	25.6%		
63. Savers, Inc.	13.1%		

**11. List the base value you'll use for each site** (See pages 20, 21 and 22).

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

The baseline values for each CTR-affected worksites' DAR come from the 2023-2025 CTR survey results.

**Table 3: Bellevue's CTR-Affected Worksites' Weigthed DAR**

	Weighted DAR		Weighted DAR
1. AAA Washington - HQ	19.9%	18. ByteDance (TikTok Key Center)	54.9%
2. Amazon - Bingo	37.9%	19. ByteDance (TikTok Lincoln Sq. North)	67.5%
3. Amazon - Blueshift	39.8%	20. Capgemini	36.6%
4. Amazon - Dynamo	35.3%	21. ChemPoint.com, Inc.	20.2%
5. Amazon - Everest	36.3%	22. Chewy Inc.	44.0%
6. Amazon - Grace	36.3%	23. City of Bellevue (Business Service Center)	55.2%
7. Amazon - Jetstream	37.9%	24. City of Bellevue (City Hall)	38.7%
8. Amazon - Maverick	40.8%	25. Clark Nuber	33.3%
9. Amazon - Sonic	33.7%	26. Coinstar LLC	11.4%
10. Amazon - Tahoe	42.8%	27. Concur Technologies	23.9%
11. Apptio - Plaza East	32.2%	28. Databricks	35.5%
12. Bank of America	47.8%	29. Eagleview Technologies	10.3%
13. Bellevue College	54.9%	30. eBay Inc.	48.3%
14. Bellevue School District	91.4%	31. Elevate Outdoor Collective	47.5%
15. Blueprint Technologies	26.8%	32. Ericsson Inc.	50.8%
16. Broadcom	56.1%	33. Farmers Insurance Co.	5.5%
17. Bungie	18.7%	34. Flexport	51.3%

	Weighted DAR		Weighted DAR
35. GE Vernova	20.7%	56. Parker Smith & Feek Inc.	40.5%
36. Google	47.2%	57. Pro Sports Club	85.5%
37. Grant Thornton	28.2%	58. Puget Sound Energy (110th Ave.)	46.4%
38. HDR Engineering	34.6%	59. Puget Sound Energy (Factoria Service Center)	59.7%
39. Healthcare Management Administrators, Inc. - HQ	7.6%	60. Puget Sound Energy (Vernell Building)	60.0%
40. HNTB Corporation	30.0%	61. Robinhood	47.9%
41. Hopelink	52.3%	62. Salesforce	27.6%
42. Intellectual Ventures - HQ	62.2%	63. Savers, Inc.	14.1%
43. Jacobs	23.6%	64. Sea-Bird Scientific	65.8%
44. Keiser Permanente	68.8%	65. Seagull Scientific	16.6%
45. Kindering	59.8%	66. Seattle Children's	78.2%
46. King County Metro (East Base)	97.5%	67. Smartsheet Inc.	10.7%
47. LinkedIn	36.2%	68. Snap, Inc.	72.8%
48. LTIMindtree	28.3%	69. Snowflake Inc.	45.1%
49. Meta	50.3%	70. Southern Glazer's	69.3%
50. Mod Pizza - HQ	39.9%	71. Sucker Punch Productions	37.3%
51. Nintex	17.7%	72. Symetra Financial	6.3%
52. Nordstrom	78.0%	73. The Pokemon Company International	38.1%
53. OfferUP	20.3%	74. T-Mobile USA, Inc. (Heritage)	61.9%
54. Overlake Hospital Medical Center	66.0%	75. T-Mobile USA, Inc. (HQ)	61.0%
55. PACCAR	72.2%	76. Unity Technologies	24.2%



	Weighted DAR		Weighted DAR
77. Valve Corporation	69.4%	80. Waggener Edstrom	36.5%
78. Verizon (Regional HQ)	36.6%	81. Walmart	36.8%
79. Visa Inc.	42.8%	82. Warner Bros. Discovery	41.4%





## Services and strategies

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

Bellevue will continue its CTR program based on Bellevue's CTR codified ordinance and the state CTR law. Bellevue will take actions to support the program, based on the Comprehensive Plan's policy TR-7: "Require large employers to implement a commute trip reduction program for employees, as mandated by the state Commute Trip Reduction law, and evaluate program effectiveness on a regular basis." The program centers on policies and regulations; services and facilities; and marketing and incentives. CTR-affected employers are required to conduct certain activities at affected worksites. These activities include the following:

- Designating an employee transportation coordinator;
- Developing a trip reduction program and distributing information about it;
- Measuring employee commute trip reduction;
- Modifying programs as needed when not meeting goals/targets; and
- Reporting about their programs.

### **13. Describe how jurisdictional services and strategies will support CTR-affected employers.**

Bellevue services for affected employers will comprise engaging trip reduction contractors to assist employers in meeting CTR program requirements and conducting marketing, incentive and education programs for their companies. Specific services include the following:

- Train all new employee transportation coordinators (ETCs) and new sites to ensure that they have an understanding of the requirements of the law, implementation strategies and their site's performance to date.
- Track and notify employers of legally required activities and provide technical assistance to all employers for legal compliance.
- Ensure ETCs meet their program information distribution requirements.
- Help ETCs become a major resource to their employees by providing them with up-to-date commute information, tools for communicating with employees, turn-key commuter promotions, and opportunities to attend employer network group meetings (typically held quarterly).
- Conduct special projects as needed to enhance program effectiveness.

In order to support employer CTR efforts, Bellevue will engage trip reduction contractors to assist affected employers and/or conduct the following marketing and incentive activities:

- Assist ETCs with marketing of commute programs.
- Assist ETCs with marketing of turnkey and other programs such as Switch Your Trips (formerly Wheel Options) and Bike to Work Month/Day, promotions of new transit service, construction avoidance, etc.
- Assist employers with employee events such as commuter fairs.
- Assist employers with creation of company commute option brochures.

- Post employer case studies on Bellevue's travel options website, [www.ChooseYourWayBellevue.org](http://www.ChooseYourWayBellevue.org).
- Encourage and assist ETCs in use of the RideshareOnline tool to develop company-wide networks and incentives through the system. Help ETCs promote employee use of the ride matching and trip logging functions, as well as participation through the system in active campaigns, such as the statewide Switch Your Trips campaign, for which their employees are eligible.
- Encourage participation of CTR employers (especially those who have not been meeting performance targets) in new/enhanced TDM activities Bellevue will be conducting with new CMAQ grant funds passed through from WSDOT. These may include:
  - Rebates provided to employers for transit passes or other non-drive-alone transportation benefits purchased for their employees.
  - A turnkey RideshareOnline program through which staff run the program on behalf of employers.
  - Employer mini-grants to fund employer campaigns and/or incentives to encourage participation.
  - Parking management strategies:
    - Work with CTR employers to not subsidize parking.
    - Encourage companies who do provide subsidize parking, to simultaneously provide the same amount or more toward non-drive-alone commuting and allow employees access to occasional-use parking when needed for appointments, etc.
    - Encourage CTR employers to allow employees to pay for parking on a daily basis without penalty as compared to monthly parking. This allows for greater flexibility and allows employees to try another mode without losing their parking space.
    - Emphasize where CTR employers can save costs through improved parking management.
- Actively promote alternatives to drive-alone commuting at worksites targeted by location, corridor, industry or lack of progress toward goal.
- Promote travel options to employers/employees through Bellevue's existing electronic travel options newsletters for employers and employees; social media platforms; and the [www.ChooseYourWayBellevue.org](http://www.ChooseYourWayBellevue.org) website.
- Host regular employee transportation coordinator network meetings to supply them with updates from Choose Your Way Bellevue and our partner agencies such as Sound Transit and King County Metro.

In addition, Bellevue will conduct the following actions to build on the success of the city's CTR program:

**Data collection and sharing:** Using the data collected by the CTR biennial surveys and worksite program reports, the city plans to share and visualize this data in aggregate form for the benefit of CTR-affected employers and other stakeholders. The intent of this effort is to provide an accessible and transparent data platform to inform Bellevue businesses of the implemented CTR worksite strategies, how they are performing in reducing drive-alone commutes, and to provide insights on how businesses can

improve their commute programs. Sharing CTR data in this format will help improve CTR program performance monitoring. Additionally, while not required by state law or city ordinance, Bellevue will work to identify measurement of non-commute trips taken by CTR-affected employees to help with the city's overall TDM efforts to reduce all drive-alone trip types. For example, as part of the CTR biennial surveys, supplemental questions asking how employees travel for non-commute trips can be included to gain the data needed to help determine the occurrence of these trips.

**Research industry best practices and conduct group sessions (focus groups):**

Bellevue anticipates conducting TDM/CTR best practices research and holding group sessions to help identify barriers to (and catalysts for) performance success in increasing non-drive-alone travel and reducing vehicle miles traveled. As mentioned by CTR Plan stakeholders, Bellevue needs to research peer agencies to learn of new and innovative approaches to the city's TDM/CTR work. This research includes finding engaging and effective incentive programs that could be replicated in Bellevue that will entice more people to participate.

**Employee Transportation Coordinator succession planning:** Due to the high employee transportation coordinator turnover rates, succession planning is needed for the successful transfer of knowledge from one ETC to the next. To provide redundancy and continuity, Bellevue will continue to encourage CTR-affected worksites to not only identify a designated ETC, but to also include contacts for their human resources personnel and well as for their facilities management teams. Bellevue will work with each CTR-affected worksite to set up a framework that enables this knowledge transfer and continuity. Additionally, Bellevue CTR will work with the city's hired contractors that conduct program outreach activities to identify additional opportunities of how they can better assist CTR-affected companies and their ETCs. This could include providing ETCs with the implementation, promotion, and maintenance of their worksite programs. For those interested CTR-affected worksites, this service could be provided and billed to these worksites. This could also help address the issue of high ETC turnover rates.

**Regional Collaboration:** In the context of Bellevue's larger TDM program and its CTR program, Bellevue works with its regional partners, to include King County Metro and Sound Transit, on programs, initiatives, and campaigns to reduce drive-alone trips in Bellevue and the region. Bellevue will continue this collaboration framework and will look for opportunities to expand collaboration efforts with more partners as new needs arise. Bellevue will also continue its participation in regional and jurisdictional working groups to include WSDOT's TDM meetings and events and any newly formed groups. These collaboration efforts can also take the form of working with particular CTR companies and Bellevue's collaborators to reach a specific worksite goal. As an example, during the writing of this plan, Amazon's ten Bellevue worksites, were informed they will be in the office five-days per week starting in 2025. Bellevue and its partners worked to help Amazon's employees find sustainable modes of transportation to work, in an effort to limit traffic congestion in Bellevue and in the broader region.

**Vulnerable population resources and assistance:** As part of Bellevue's larger TDM program in conjunction with the CTR program, the city will build greater collaboration efforts with various non-profit organizations and work more closely with the city's Mini-City Hall staff and partners to provide information and resources to the city's more vulnerable populations. This work will include the development of educational and promotional events, creation of translated materials for distribution, and the identification of funding opportunities to conduct such activities and materials. Bellevue

CTR will also continue to promote events like the current ETC networking meetings to non-CTR-affected businesses, as these meetings are available to businesses of all sizes in Bellevue.

Bellevue CTR staff will prioritize working with CTR-affected businesses in the city's identified environmental health disparity areas, as identified in Figure 12: Bellevue Environmental Health Disparities Index Map on page 50. Residents in these communities endure heavy traffic conditions resulting in poorer air quality. Bellevue's larger TDM program will work with these community members to also help them with their own sustainable commuting needs.

Additionally, Bellevue CTR will work with its agency partners at the local and state level to develop improved and/or new provisions/programs that will better accommodate the sustainable transportation needs of the city's vulnerable populations and those who are employed by city businesses of all sizes.

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

##### **a. Describe how you'll address these barriers.**

- **Transit Service:** Employees commuting long distances to Bellevue may have inconvenient transit trips involving multiple transfers. While Bellevue does not provide its own transit service, it does work with both King County Metro and Sound Transit to address transit needs in Bellevue. In addition, Bellevue will work with CTR-affected companies to promote current services and work with our agency partners to bring even more transit options to Bellevue. With several new transit services opening, like Sound Transit's 2 Line into Seattle in 2026 and King County Metro's RapidRide K Line in 2030, Bellevue will actively promote these new services, and others, to maximize ridership and to increase interest in these modes. Promotions can be provided through newsletters, tailored emails to business and individual audiences, social media posts, print/digital ads, and through events like transportation fairs, webinars, and call-to-action campaigns.
- **Micromobility/Microtransit Rideshare Options:** Many workers in Bellevue still lack reliable first/last mile connections to transit and key destinations. With the City Council's recent amendment to City Code 11.48.210 allowing motorized foot scooters on city streets, Bellevue is evaluating the concept of a shared micromobility program. This evaluation could bring a vendor to Bellevue as early as Spring 2026, giving residents, workers, and visitors more convenient, affordable, and sustainable ways to reach transit and travel around the city.
- **High employee transportation coordinator turnover rate:** Due to high turnover rates among Bellevue's ETCs, Bellevue must work to retain these coordinators and work to establish succession planning techniques and identify multiple company contacts to keep the lines of communication open as ETCs change.
- **Uneven participation from CTR-affected companies:** There are several companies in Bellevue that excel with their commute trip reduction programs, while there are other companies whose participation needs improvement. The organization's budget, administrative capacity or values/perceptions about the significance of commute benefits may be barriers. Therefore, Bellevue will need to work with these underperforming worksites to better understand their barriers and formulate solutions to increase their commute trip reduction participation efforts.

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

Bellevue and the employee transportation coordinators use the RideshareOnline.com platform to form car and vanpools, to track their use, and to promote and incentivize non-drive-alone modes. Bellevue also uses the state's CTR tool to conduct CTR surveys and gather program reports and promote the regional transit trip planning application.

**16. Transcribe or link to your local CTR ordinance.**

[Ch. 14.40 Commute Trip Reduction | Bellevue City Code \(municipal.codes\)](#)

**17. Describe your financial plan.**

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

For the 2023-2025 biennium, the cost to implement Bellevue's CTR program was approximately \$493,200, resulting in an average annual cost of \$246,600.

For the 2025-2029 CTR program period, Bellevue is estimating average biennium expenditures to not exceed \$520,000 (\$260,000 per year), resulting in a total plan period cost of \$1,040,000.

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

Bellevue's primary source of CTR program funding will be the state CTR grant, which historically averaged approximately \$478,200 per biennium. As per historic practice, Bellevue anticipates using these state funds on the traditional program elements directed by state CTR law and local CTR ordinance. In addition, Bellevue anticipates continuing its historic practice of contributing additional local as well as King County Metro pass-through Congestion Mitigation and Air Quality Improvement Program (CMAQ) and Washington State Department of Transportation Regional Mobility Grant (WSDOT RMG) funding as needed pending availability to be focused on special projects and enhanced activities beyond the traditional CTR program. These added resources will continue to be used for program enhancements such as additional assistance provided to CTR businesses via Bellevue's trip reduction services contractor; financial support through Choose Your Way Bellevue Business Services, such as mini-grants and rebates for new ORCA transit pass programs; employee transportation coordinator (ETC) Washington State Ridesharing Organization conference registration fees; and specialized trip reduction campaigns, training sessions, ETC networking meetings and incentives. For the 2025-2027 biennium, the special projects will likely be funded by King County Metro pass-thru FHWA CMAQ grant, the WSDOT RMG, as well as local funding pending availability. Research (such as focus groups) maybe funded by the state CTR grant to enhance and make the most of the City's CTR program.

**18. Describe your implementation structure.**

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

The majority of Bellevue's CTR work will be completed by city staff who will be supported by the Bellevue Downtown Association's Connect Bellevue division, through a contractual agreement, to implement and administer Bellevue's CTR plan.



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

Alison Crosier is Bellevue's CTR Program Administrator. Ms. Crosier is in the Transportation Planning Department and will monitor the overall implementation of Bellevue's 2025-2029 CTR Plan.

**19. List your implementation schedule.**

**Table 4: Bellevue's CTR Plan Implementation Schedule**

1st Biennium  
July 2025 - June 2027

Identify existing and new CTR affected worksites & onboard accordingly

Identify existing and new ETCs & onboard accordingly

Engage with and educate ETCs on CTR strategies and host three ETC Network Meetings per year

Provide consistent training and informational resources to ETCs

Review employer CTR plans and programs and adjust accordingly, if necessary to meet established targets

Conduct CTR worksite surveys and obtain worksite program reports

Conduct financial and program management

Engage in city, regional, and transit planning discussions

Host various promotional events such as Transportation Fairs, Bike Everywhere Month activities, Try Transit campaigns, Switch Your Trips and other pertinent promotions

2nd Biennium  
July 2027 - June 2029

Identify existing and new CTR affected worksites & onboard accordingly

Identify existing and new ETCs & onboard accordingly

Engage with and educate ETCs on CTR strategies and host three ETC Network Meetings per year

Provide consistent training and informational resources to ETCs

Review employer CTR plans and programs and adjust accordingly, if necessary to meet established targets

Conduct CTR worksite surveys and obtain worksite program reports

Conduct financial and program management

Engage in city, regional, and transit planning discussions

Host various promotional events such as Transportation Fairs, Bike Everywhere Month activities, Try Transit campaigns, Switch Your Trips and other pertinent promotions

Conduct development activities for the 2029-2033 four-year CTR plan

## **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 of Bellevue, as a CTR-affected employer with two affected worksites, sets the example of commute trip reduction efforts for Bellevue companies and organizations. Two staff members administer and coordinate city commute trip reduction activities as required by both the state and city.

For city employees, these City of Bellevue employee transportation coordinators conduct and administer the following programs and activities:

- Designates a transportation coordinator and ensures that the name, location, and contact information is displayed in a prominent location at the affected worksite.
- Regularly distributes information to employees regarding sustainable transportation options.
- Conducts regular reviews of employee commuting and reporting of progress toward meeting the established CTR drive-alone target consistent with the method established in the commute trip reduction plan and the rules established by the Washington Department of Transportation under RCW 70A.15.4060.
- Implement the following measures designed to achieve the city's commute trip reduction goals.
  - Onboard all new City staff and review sustainable parking options and benefits.
  - Administer/distribute city-subsidized regional transit cards (ORCA) to all employees.
  - Administer employee paid parking program.
  - Coordinate vanpools and carpools for City employees.
  - Publicize and host promotional challenges, campaigns, and events.
  - Provide briefings to various employee groups on the program and its benefits.
  - Administer CTR surveys and report results to city management.

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

### **a. Describe how the CTR plan for jurisdiction employees contributes to the success of the overall plan.**

The actions conducted by the city ETCs demonstrates the city commitment to reducing solo driving in Bellevue by promoting, incentivizing and facilitating the use of sustainable commute modes. In 2022, City of Bellevue employees had a drive-alone rate of 44.2% compared to citywide CTR-affected worksites drive-alone rate of 57.4%. This work sets an example for how Bellevue companies can reduce worksite solo driving. In addition, Bellevue conducts quarterly ETC networking meetings for all city ETCs to help foster relationships, share experiences and best practices, as well as providing a space for problem solving and general support.





Redmond Technology

4

141B

SOUNDTRANSIT

4

EXIT Bz



## 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.

- City of Bellevue's Transit Master Plan
- City of Bellevue's Mobility Implementation Plan
- King County Metro's Strategic Plan for Public Transportation 2021-2031
- Sound Transit's Transit Development Plan 2024-2029

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

The City of Bellevue makes transportation capital investments that provide right-of-way improvements for transit operations. This city-transit agency cooperation helps create a multimodal transportation environment for Bellevue residents and workers.

King County Metro's Strategic Plan for Public Transportation consists of several goals supported by Bellevue's CTR program through encouraging and incentivizing the use of transit to help achieve the following:

- Address the climate crisis and environmental justice.
- Advance equity and sustainability.
- Support thriving, equitable transit-oriented communities that foster economic development.
- Improve access to mobility options.
- Improve passenger and disability access.
- Discourage single-occupancy vehicle access at transit stops and stations.
- Increase awareness, use, and accessibility of mobility options, emphasizing priority populations.

Sound Transit is building and implementing new services that Bellevue's CTR program will promote to get more Bellevue workers onto transit and other sustainable modes that can connect them to transit service.

- **2024:** Sound Transit implemented East Link's 2 Line service from the South Bellevue Station to the Redmond Technology Station in Redmond.
- **2025:** 2 Line service will be expanded to Downtown Redmond, and later, the 2 Line will be complete with service across Mercer Island and into Seattle in 2026.
- **2028:** New Stride bus rapid transit, S2 service, will begin along north I-405, between Lynnwood and Bellevue, operating in the I-405 Express Toll Lanes
- **2029:** New Stride bus rapid transit, S1 service, will begin along south I-405, between Burien and Bellevue, operating in the I-405 Express Toll Lanes.

Bellevue CTR works with employers to increase awareness and usage of these transit services. Bellevue CTR also works with these large employers to develop transportation programs that can include the provision of transit subsidies and rebates and market existing and new services, as well as engaging with these employers and employees to assist them in their daily transit travel needs.

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

Bellevue's Comprehensive Plan contains policies that support Transportation Demand Management and CTR, as well as mode share targets tied to the city's anticipated growth. The below Comprehensive Plan policies sufficiently support the city's TDM and CTR programs and were reviewed by Bellevue TDM staff during the plan's development process.

**Comprehensive Plan TDM/CTR supportive policies:**

**TR-4.** Establish targets to increase the proportion of commute trips by non-drive-alone mode.

**TR-5.** Periodically evaluate progress toward mode share targets and adjust programs and activities as needed to achieve them.

**TR-6.** Coordinate with other Eastside jurisdictions, the private sector, educational institutions and transit service providers to develop and implement uniform or compatible transportation demand management regulations and strategies that address factors such as the following:

- Parking management;
- Assistance to facilitate and increase the use of transit, carpooling, vanpooling, active transportation and flexible work schedules;
- Other transportation demand management program elements, including
- marketing, outreach and incentives; and
- Reporting, monitoring and performance evaluation standards.

**TR-7.** Require large employers to implement a commute trip reduction program for employees, as mandated by the state Commute Trip Reduction law, and evaluate program effectiveness on a regular basis.

**TR-8.** Encourage employers to reduce peak period commute trips by facilitating employees' use of telework, flexible work hours, compressed work week schedules, and other scheduling options.

**TR-9.** Maintain a comprehensive and effective transportation demand management program for city employees, to set an example for other employers.

**TR-10.** Promote use of mobility options by requiring new development to incorporate design features such as:

- Preferential parking for carpools and vanpools;
- Special loading and unloading facilities for carpools and vanpools;
- Transit passenger facilities, including comfortable and safe bus stops and waiting areas that may be integrated in the building design; and

- Secure and covered bicycle parking, showers, lockers and related facilities to support bicycle commuters.

**TR-11.** Require new developments that place significant impacts on the transportation system to implement transportation management programs to reduce drive alone commute trips to the site.

**TR-12.** Provide outreach and assistance to increase awareness and use of alternatives to driving alone for all types and purposes of trips.

**TR-13.** Evaluate and facilitate car-sharing and micromobility-sharing programs.

**TR-14.** Support federal and state tax policies that promote transit use and ridesharing.

**TR-15.** Facilitate small employers and property managers in providing programs to reduce drive-alone commute trips by employees and building occupants through marketing, outreach and assistance activities.

**TR-16.** Support the establishment and operation of transportation management associations as effective partners in advancing the goal and strategies of travel demand management.







# Engagement

## 26. Describe stakeholder engagement

### a. Who did you talk to?

Stakeholder engagement was conducted through a combination of CTR-affected employer and employee surveys; an online public survey; a CTR-affected employer “Think-Tank meeting (a.k.a. focus group); internal and external agency partner guided questions and plan content reviews; group meetings, and use of Bellevue’s 2024-2033 Transportation Demand Management stakeholder input sessions. Additionally, the plan was shared with the Puget Sound Regional Council, WSDOT, and the Bellevue City Council for their respective reviews and approvals of Bellevue’s 2025-2029 CTR Plan.

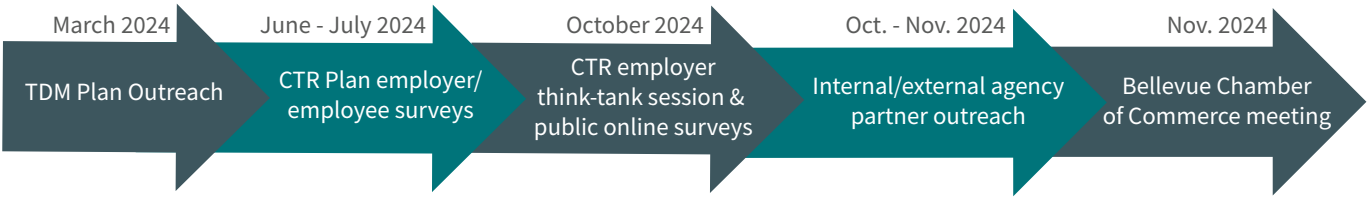
**Table 5: Stakeholder engagement**

CTR-affected employers/employees	King County Metro
Members of the public	Sound Transit
City of Bellevue Economic Development	Africans on the Eastside (AOE)
City of Bellevue Community Development	Immigrant Women’s Community Center (IWCC)
City of Bellevue Environmental Stewardship	Bellevue Downtown Association
City of Bellevue Transportation Department	Bellevue Chamber of Commerce
City of Bellevue Mini-City Hall	Puget Sound Regional Council
City of Bellevue City Council	Washington State Department of Transportation

### b. When did you talk to them?

The CTR Plan stakeholder engagement process began in March 2024 and concluded in November 2024. See the timeline below for stakeholder engagement milestones.

Figure 1: Stakeholder engagement timeline



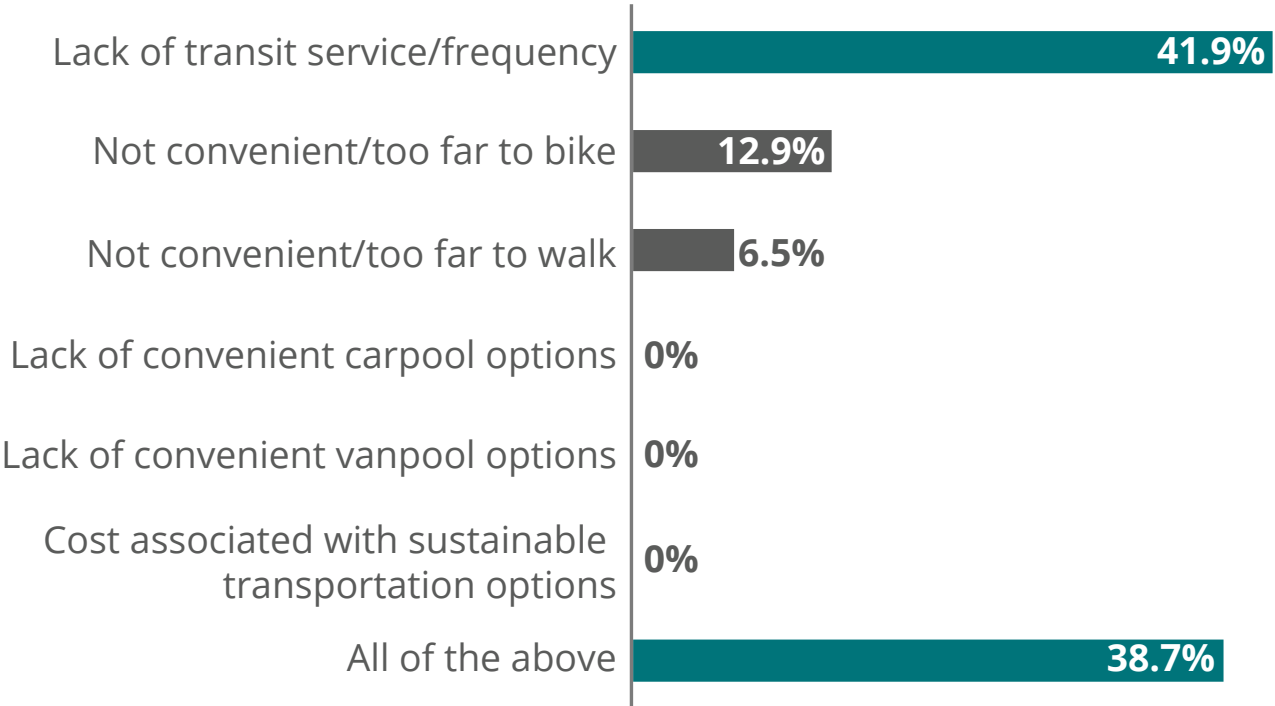
c. What did they have to say?

CTR-affected worksite input:

**CTR Plan employer and employee surveys:** Surveys were conducted to understand employer and employee sentiments on drive-alone worksite opportunities, barriers and general input on the CTR Plan’s strategies. 34 employer and 803 employee surveys were completed. The surveys presented several questions to both employers and employees.

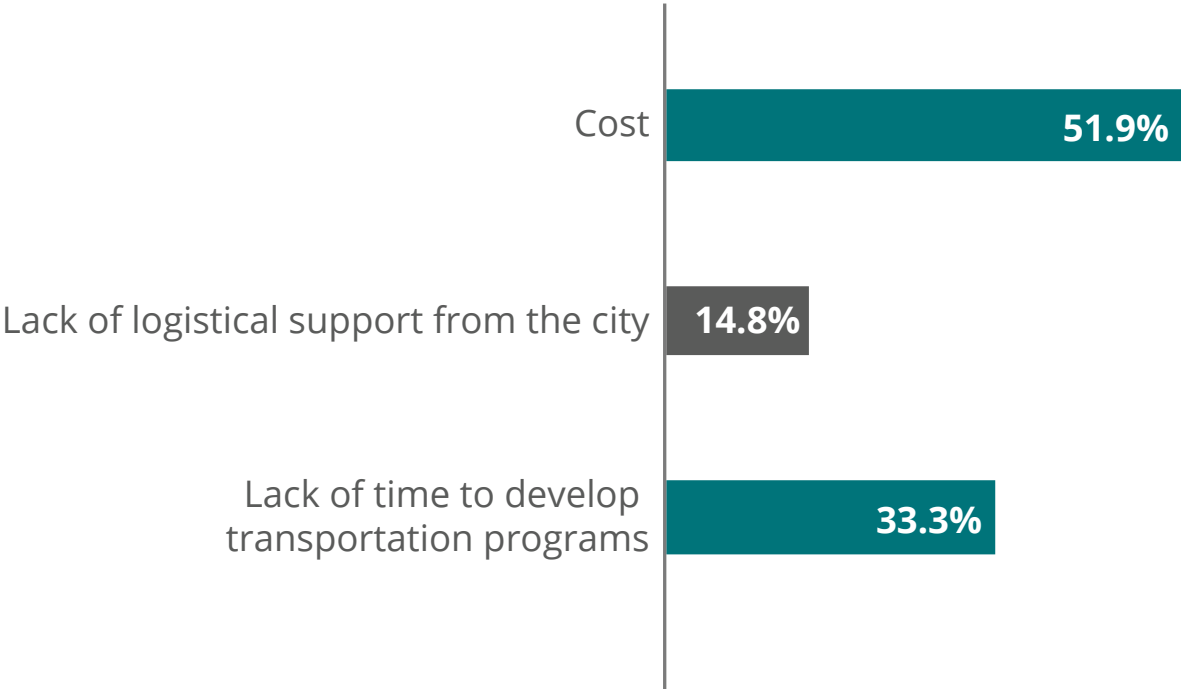
Employer surveys:

Figure 2: What barriers do you think prevents your employees from commuting using sustainable modes?

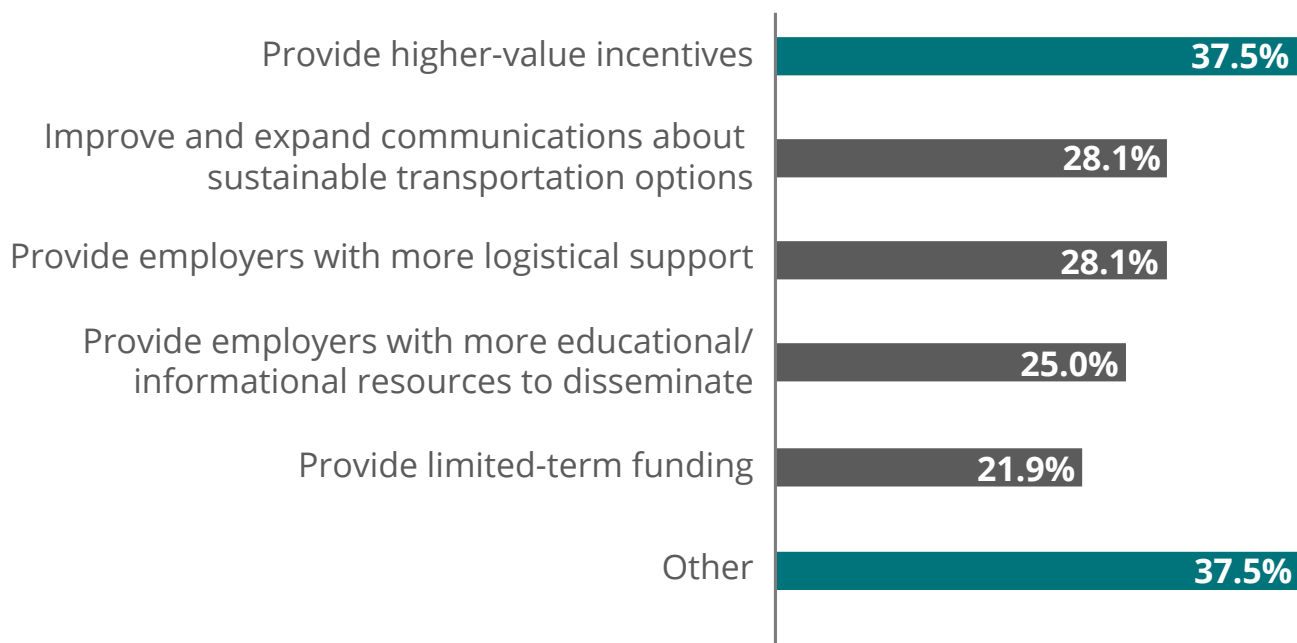


**Figure 3: What is the most significant barrier (SELECT ONLY ONE), you as an employer, encounter in providing sustainable commute benefits for your employees? Commute benefits can include:**

- transit subsidies
- carpool/vanpool subsidies
- bicycle parking/amenities/showers
- flexible parking options without cost penalty as compared to monthly (daily parking for those who do not regularly drive into work)
- flexible work schedules
- teleworking policy



**Figure 4: How can the City of Bellevue's Commute Trip Reduction Program and Choose Your Way Bellevue travel options program effectively encourage your worksite's employees to increase their sustainable commuting? (Choose all that apply)**



Under "Other" responses, see below for example input that was gathered:

- Provide models of effective programs that work for similar type of employers.
- Additional bus stops closer to office or programs from the city for first and last mile.
- Higher parking costs downtown would increase employee participation in sustainable commute modes.
- Fun & entertaining incentives to take alternative modes of transportation. Instead of offering financial perks like gift cards & cash, offer raffles of entertainment options like con-certs, sporting events, etc..
- The only thing that will help is better and more transit.



Employee surveys:

Figure 5: Would you like to know more about any of the following sustainable commuting options (mark all that apply)?

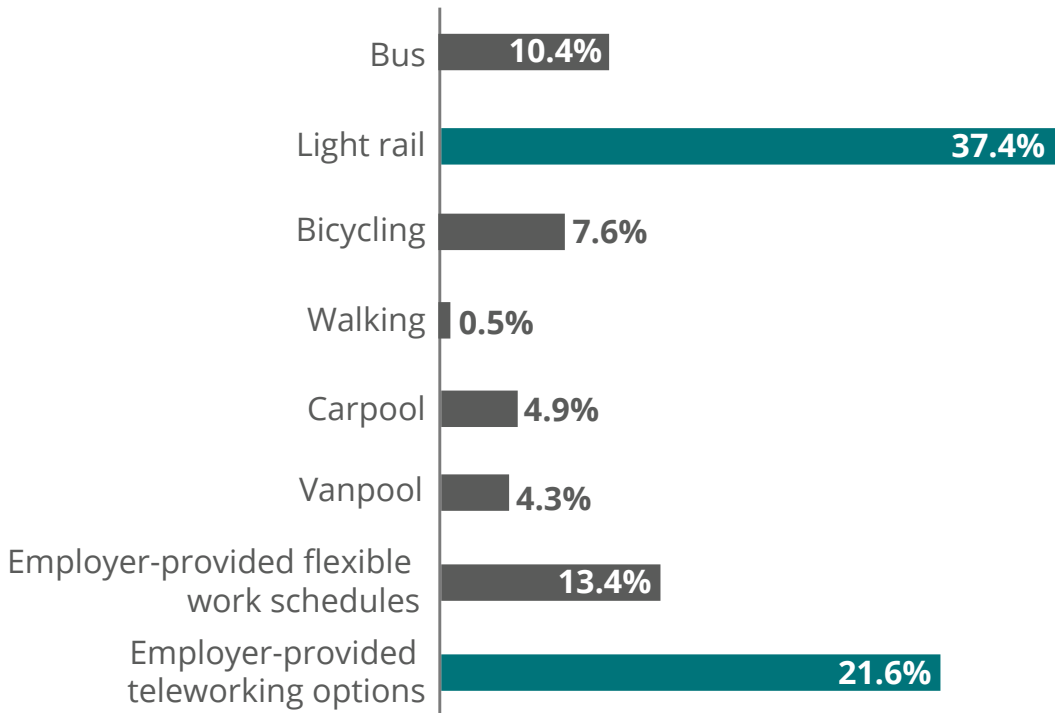
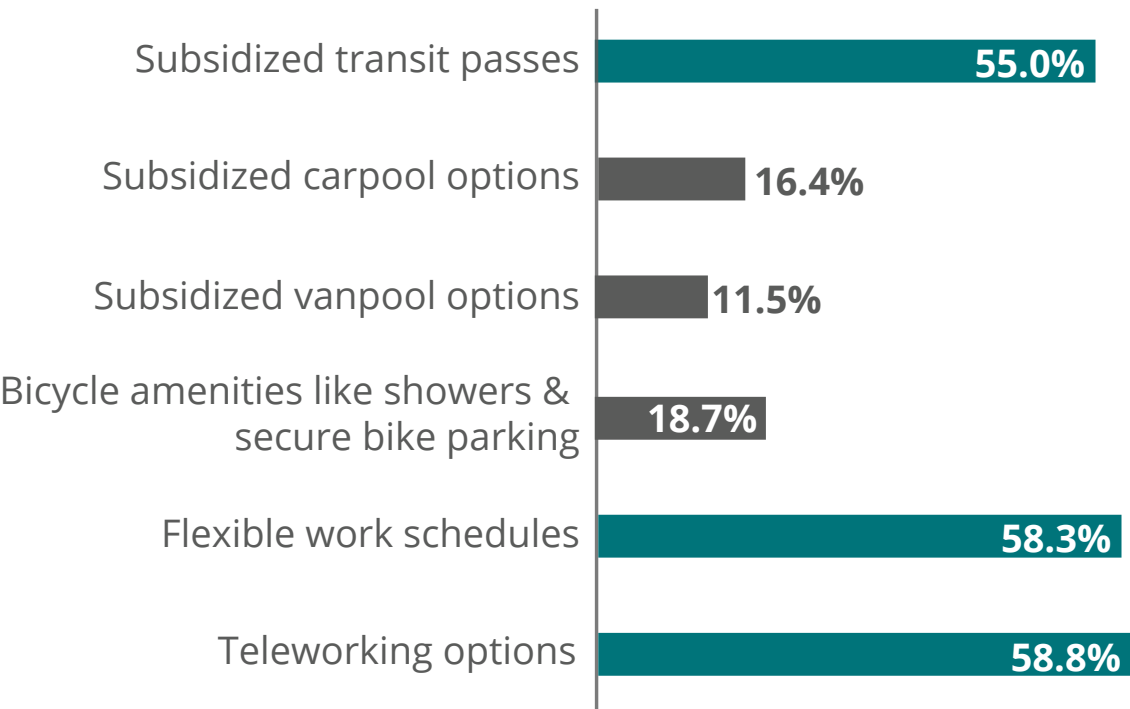
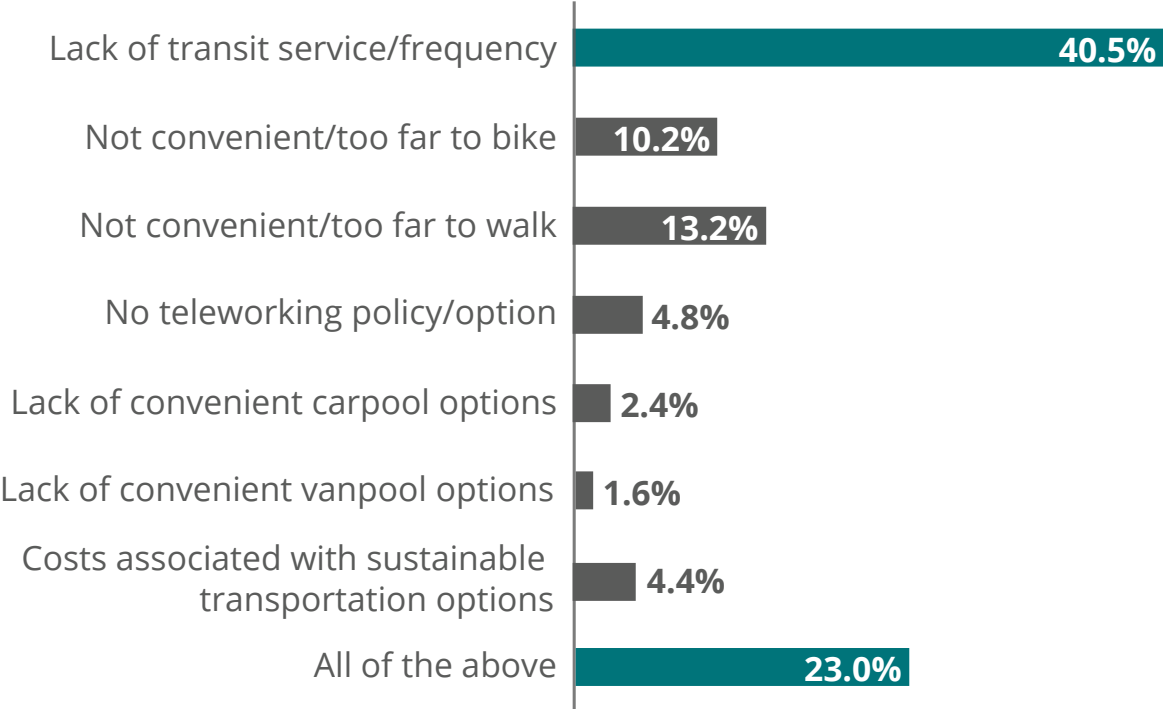


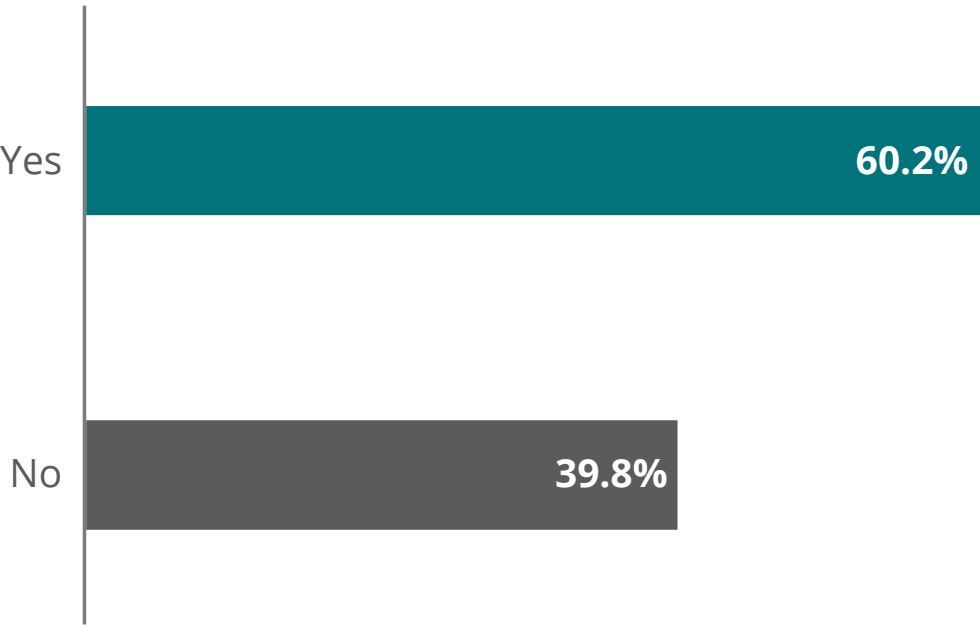
Figure 6: Which of the following transportation benefits would motivate you to use sustainable transportation modes more consistently (mark all that apply)?



**Figure 7: Which of the following barriers are preventing you from using a more sustainable commute mode (mark all that apply)?**



**Figure 8: If you were provided subsidized transit passes and/or other subsidies for modes like carpools/vanpools/biking/walking would you be willing to switch to a more sustainable commute mode? If not, please explain in space provided.**



For those respondents who explained why they did not want to receive subsidized transit/vanpool passes, they provided the following explanations:

- Would need to be highly flexible and work with my schedule.
- I have an electric vehicle and want the convenience of driving my own car.
- It limits flexibility to move around throughout the day as I need to visit multiple sites of-ten.
- Once light rail service is across I-90, I will most likely will switch to using that. Subsidizing won't make a difference right now, but it will then.
- Too difficult to drop kids at school and get to work.

In summary, both CTR-affected employers and employees cited the lack of transit service and frequency as the main barrier for employees to commute more sustainably. However, employees are willing to try transit, carpool and vanpool/vanshare if they were provided subsidies by their employers to use these modes. Employees expressed interest in learning more about Bellevue's light rail service and options that they might have regarding flexible work schedules and teleworking opportunities. Respondents who indicated that they would not be interested in trying sustainable commuting, even when provided subsidies, citing complex work and errand schedules and child school drop-offs/pick-ups as the main barriers.

Employers chose costs to develop worksite commute programs as the biggest barrier they encounter followed by lack of time required to develop these programs.

### **CTR employer think-tank session:**

For the employer think-tank session, ten ETCs participated who completed the employer surveys in the summer and were selected based on the cross-section of industries they represent in Bellevue. Participants represented major national corporations, high-tech industries, healthcare professionals, local school districts, and hospitality industries. The employer and employee survey results were presented and discussed, followed by breakout sessions to gain employer perspectives on the CTR Plan's strategies – how they can be improved, which strategies to focus on the most, and what strategies are not included but should be.

Think-tank participants support the CTR Plan's strategies, indicating that the following are the most effective when it comes to assisting ETCs and encouraging their employees to commute more sustainably:

- Assist employers with events and commute fairs
- Develop printed materials (i.e. brochures)
- Help employers and employees navigate the RideshareOnline tool
- Encourage more participation in the city's overall enhanced TDM activities
- Conduct location-based transit promotion
- Use the Choose Your Way Bellevue social media platforms more effectively to reach more Bellevue workers and residents.

Additionally, employers would like to have more city provided in-person events that are innovative and capture the interests of their employees. Transportation fairs, ride-along and walking tours of new services are events employers encouraged the most. These events help familiarize their employees with the services that are available to them and



provides a space for interaction and questions.

As was indicated in the employer and employee surveys, the lack of transit service and frequency was stated as a major barrier for employees. Therefore, the employer participants focused on the need to have improved vanpool and carpool options that could potentially better meet their employees' commute needs. This sentiment was especially true for shift workers/hospitality/healthcare employees of who transit may not be a viable option. Employers offered solutions such as improving coordination at worksites among shift workers who work similar schedules; providing shift workers with more flexible schedules to better accommodate vanpools/carpools; and matching participants based on home locations such as using zip codes.

More specifically, participants mentioned in relation to the RideshareOnline tool, that there are employees who are interested in joining vanpools; however, many struggle to form groups or join existing vanpools. It was suggested that CTR-affected companies need to be better connected to each other, enabling improved vanpool/carpool coordination.

In relation to the location-based transit promotion strategy, it was suggested to use origin-destination data to determine where workers are traveling from in order to tailor location-based transit promotions and messaging. Since many Bellevue workers travel from different parts of the region, finding transit options that work for them can be challenging. Using data to better understand these travel patterns can provide Bellevue's CTR program with the information necessary to promote the appropriate transit services. Transit options will be made more plentiful once new transit services are implemented in Bellevue and beyond.

**City of Bellevue departmental input:** The CTR Plan was shared with relevant City of Bellevue departments including community and economic development teams, the environmental stewardship group, Comprehensive Plan staff, and various staff members within the city's transportation department. Transportation staff members chosen to conduct reviews work on the city's Transportation Facilities Plan, the Mobility Implementation Plan, the Transit Master Plan, and the city's Bike and Pedestrian Plan.

### **Summary input:**

Bellevue's CTR Plan addresses the city's land use and transportation objectives as defined in the Comprehensive Plan and demonstrates how the city's CTR program will support these objectives. The city's CTR program staff work with the city's largest employers, many located in the city's most dense areas, to get more Bellevue workers into more sustainable modes of transportation. This work helps to educate Bellevue's large company employees on the transportation options available to them, reducing reliance on single-occupancy commute trips – all helping to preserve mobility in a growing city.

Bellevue's CTR program supports the city's community and economic development efforts by assisting companies to make their commute options easier, sustainable and more affordable for their employees. The CTR program helps to reduce congestion, improves access, and helps create a more connected community. The promotion and incentivization of modes like public transit supports local businesses as well as boosting foot traffic and retail activity. Additionally, Bellevue's businesses may also benefit from decreased employee turnover and higher job satisfaction since commutes can be a major factor in employee retention – providing transit and carpool/vanpool subsidies are increasingly common. Working directly with business employee transportation

coordinators helps the city foster a healthier working environment that enables business staff retention and attraction. In Bellevue's 2023 Business Survey, 19% of Bellevue businesses ranked transportation as the biggest issue affecting their future success.

"The CTR program's focus on reducing vehicle miles traveled and encouraging non-drive-alone options supports the city's goal of improved regional mobility which is crucial to reinforce Bellevue's position as the second largest employment hub in Washington and the cultural heart of the Eastside."

From an environmental perspective, the CTR Plan supports the city's sustainability goals by working to reduce emissions from the transportation sector, which is the largest source of greenhouse gas emissions in Bellevue, at 45%. As detailed in the 2021-2025 Sustainable Bellevue Plan, the city aims to reduce emissions in Bellevue 95% by 2050. Therefore, Bellevue's CTR work is important as many CTR-affected employees are more likely to commute during 'typical' hours, leading to increased congestion and even greater emissions and environmental impacts. In addition to supporting GHG reductions, Bellevue's CTR program supports several policies defined in the Climate and Environment element of Bellevue's 2044 Comprehensive Plan including the mitigation of air pollution from on-road sources.

It was suggested for Bellevue's CTR program to focus more on increased regional collaboration efforts to better address the cross-jurisdictional travel needs of Bellevue's employees. Many of Bellevue's employees (89%) travel from elsewhere; therefore, working to address these transportation needs from a regional perspective could help reduce drive-alone commutes in and beyond Bellevue.

It was also suggested to develop strategies to improve hybrid commute and non-commute trip measurement for CTR-affected employees. As mentioned in the plan, post-COVID commute patterns have substantially shifted; therefore, there is a need to capture these shifts with more precise measurements and strategies to reduce all types of drive-alone trips made by CTR-affected employees. Having more precise measurements helps the city develop right-sized strategies to reduce emissions and help achieve the city's environmental goals.

### **Transit agency input:**

Both Sound Transit and King County Metro support Bellevue's CTR strategies and their implementation as appropriate to meet city defined CTR goals. The city's strategies also help to advance the transit agencies' mission to connect more people and places by improving facilities, services, and incentives to encourage more Bellevue workers and residents to use transit for commuting and non-commuting purposes. Furthermore, Bellevue's CTR program is complimented by the Choose Your Way Bellevue transportation resource center which assists the city in providing the information and resources Bellevue's workers and residents need to travel more sustainably. It was noted by Sound Transit that Bellevue's CTR Plan supports their following specific strategies:

- Support thriving, equitable transit-oriented communities that foster economic development.
- Improve access to mobility options.
- Improve passenger and disability access.

- Increase awareness, use, and accessibility of mobility options, emphasizing priority populations.

Additionally, both King County Metro (KCM) and Bellevue are committed to continue outreach efforts in Bellevue to educate and promote new transit services to citywide businesses, workers and residents. Two significant transit service changes on the horizon include KCM's bus route restructuring that will occur once Sound Transit's 2 Line is complete in 2026 with service into Seattle. This effort will help improve connections between the 2 Line and buses. The city's efforts to promote these new services aligns with the transit agencies' strategies to attract ridership to meet daily ridership projections. As they indicate, ridership is a significant driver of new service and adding frequency and Bellevue's large companies can play a significant role in increasing both transit revenue and ridership – CTR encourages employers into supporting transit options for employees and they can also provide insights on service planning needs.

KCM will also be introducing the new RapidRide K Line bus service, of which outreach will begin during this plan's cycle with the line slated to open in 2030. Furthermore, as even more transit services are implemented in Bellevue, the city will work with agency partners to promote these new services to CTR-affected worksites and their employees – see KCM's Metro Connects long-range plan for potential new frequent transit lines to be implemented in Bellevue.

As noted in the plan, CTR worksite employee transportation coordinators have high turnover rates. The transit agencies also realize this is an ongoing issue that could benefit from succession planning and the need to identify secondary contacts at CTR-affected businesses to ensure the transfer of CTR institutional knowledge and accountability.

It was also recommended to further note within the plan the need for improved data collection, monitoring, and performance evaluation; collaborative planning and implementation with city partners.

### **Bellevue Chamber of Commerce & Bellevue Downtown Association input:**

In March 2024, Bellevue TDM hosted two input sessions, one with the Bellevue Downtown Association's Transportation Committee and the other with the Bellevue Chamber of Commerce's Transportation Committee. These sessions were designed to gather input on the TDM Plan's strategies to reduce drive-alone trips among Bellevue's workers and residents. Bellevue's CTR program's requirements, engagement activities, and historical performance is summarized in Bellevue's TDM Plan. Within the BDA and Chamber sessions, Bellevue TDM staff gathered input from several city business leaders/representatives from businesses of all sizes, including CTR-affected companies. The TDM plan was also provided on the Engaging Bellevue online platform for public review of the plan. Below is a summary of the BDA and Chamber of Commerce discussions:

### **Bellevue Downtown Association's Transportation Committee:**

Members of the BDA's Transportation Committee provided input on the city's TDM and CTR efforts mostly focusing on the need for the city to:

- Improve incentives
- Explore new emerging technologies and data sharing
- Work with companies to have more flexible parking strategies



- Improve sustainable transportation options, like vanpools, for shift workers and retail/hospitality workers
- Focus on reducing off-peak/non-commute trips

Members also provided input on the need to improve transit service and frequency and safety on transit, and the need to expand micromobility/transit options for first/last mile connections. This input was provided to the appropriate city departments and external agency partners who are responsible for the planning and implementation of these services. The city's TDM/CTR staff will continue to work with our partners to share information relative to transit and micromobility/transit service plans.

### **Bellevue Chamber of Commerce Transportation Committee:**

Two sessions were held with the Chamber of Commerce's Transportation Committee – the first in March 2024 for TDM Plan stakeholder input and another in November 2024 for the CTR Plan.

Since there are many large employers in Bellevue who employ people from across the region, the city's CTR program must be the main focus to help get more people out of cars and into more sustainable modes of transportation. The most effective way to get more people out of cars is through improved parking management strategies. Working with Bellevue's largest companies to offer more flexible parking options like daily parking can help to address post-pandemic employee parking needs. Additionally, for those employees who can take transit to work, they need more micromobility/transit options that can complement their existing transit service. These options help employees with first/last mile connections and allows them to run errands while they are at work. Services like King County Metro's Metroflex would be a great addition in Bellevue to help provide these connections.

It was also suggested to improve non-drive-alone incentives and focus these incentives for heavier travel days, typically Tuesdays, Wednesdays and Thursdays. Additionally, members expressed the need for better data sharing to provide Bellevue's largest companies a resource to see effective strategies other companies have implemented. This sentiment aligns with input received by the BDA's Transportation Committee and other CTR Plan stakeholders.

### **d. How did what they said influence the plan?**

CTR Plan stakeholders support several of the plan's strategies to reduce drive-alone commute trips at Bellevue's larger worksites. Stakeholders mentioned the need to promote new transit services; hold more commute fairs and other TDM/CTR events; help ETC's navigate the RideshareOnline tool; more employer-provided transit and vanpool/carpool subsidies; and assist CTR-affected worksites with costs and program logistics. These topics raised are incorporated into the plan's existing strategies and through the city's CTR program workplan these topics will be included to determine how the city can do even more to address these needs. Items such as the need to help CTR-affected worksites with program costs will be determined by available funding; therefore, the CTR program administrator will seek to identify and secure local, state, and federal funding opportunities.

To better support and improve upon these strategies stakeholders expressed the need to improve data collecting and sharing of data; research industry best practices; conduct ETC succession planning; and improve regional coordination efforts. Therefore, language was included in the plan's strategies to better address these

topics. Additionally, stakeholders expressed the need for the plan to provide more details on parking strategies since they are the most effective way to reduce drive-alone commutes. Details were added to the plan to address this concern.

**Data:** Bellevue collects CTR worksite data through its CTR program biennial surveys and through worksite program reports. Bellevue will be working to share this data through an online platform to share with CTR stakeholders, especially for the use of CTR employers to help inform their own programs. Bellevue will also work to identify additional data sources that could be of value to the city's CTR program.

**Best practices research:** Language was included in the plan to conduct more best practices research to improve the city's program. Several stakeholders mentioned the need to make the city's incentive programs more engaging and innovative, which will be one of the many areas of research Bellevue will conduct to improve its CTR program. Additional areas of research will include campaign events, outreach best practices, and peer agency TDM programs.

**Employee Transportation Coordinator turnover rates:** Due to the high ETC turnover rates, Bellevue included a strategy to establish ETC succession planning to ensure the continuity of worksite programs from one ETC to the next and the need to establish a second-in-command position to assist when the primary ETC is not available. While this is not a requirement of the state law or city ordinance, this will be recommended to employers to ensure the continued success of their commute programs.

**Regional Collaboration:** Bellevue currently works with its regional partners on the city's TDM and CTR efforts. As was recommended, Bellevue will continue this approach and look for additional opportunities for regional collaborations with our current partners and others to reduce even more drive-alone trips from our region's roadways.

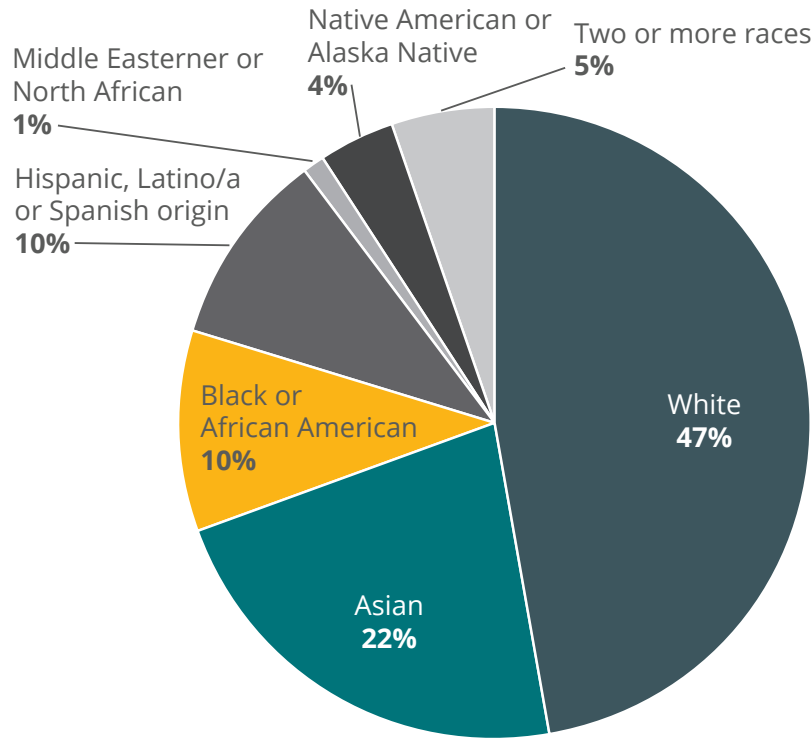
Additional input was provided by stakeholders to improve transit service and identify funding for non-motorized and transit facilities; and the need to better understand CTR employee non-commute trips. Bellevue's TDM and CTR programs are not responsible for identifying funding for transit, transit facilities and non-motorized facilities. Therefore, the city's TDM team will share this input with the appropriate city and external agencies partners and work with them to improve transit and non-motorized facilities. Tracking of CTR employee non-commute trips is currently not required by the state or city; however, to help capture this data the city will work with CTR-affected companies to gather non-commute data to help the city's larger TDM efforts. Collecting this data from all Bellevue workers (CTR-affected worksites and non-CTR worksites) and residents will be helpful in reducing non-commute drive-alone trips.

## **27. Describe vulnerable populations considered.**

Outreach to vulnerable populations was conducted through a public online survey that targeted areas of the city near CTR-affected worksites that are considered by the Washington State Department of Health to be at greater risk of exposure to harmful air pollutants caused by heavy traffic conditions. In addition, these areas of the city are home to communities of color, immigrants, and households whose primary language is not English. Surveys were also extended to areas adjacent to these neighborhoods due to proximity, shared traffic conditions, and propensity of CTR-affected worksites like in Downtown. Bellevue CTR also reached out to our partners at Mini-City Hall to gather their perspectives as well as from their partner organizations on ways the CTR program can be improved to benefit the communities they serve and represent.

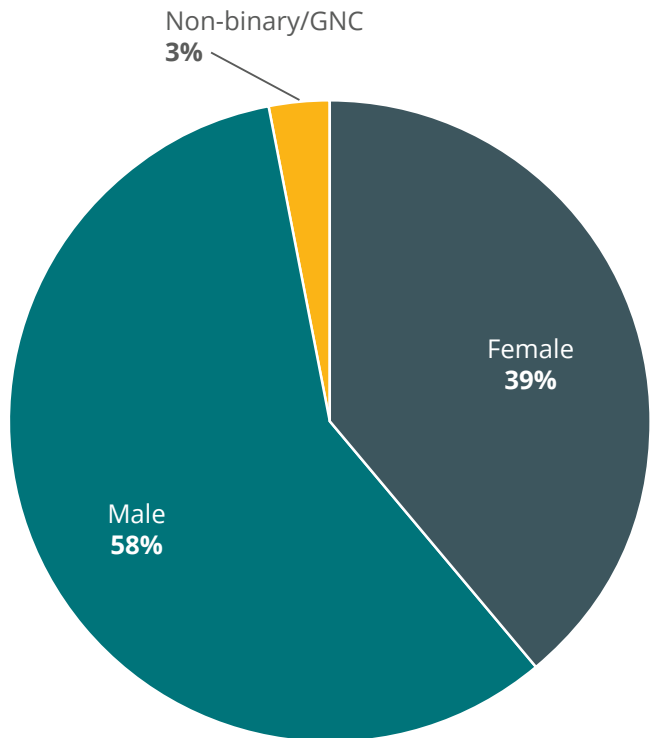
Survey respondent demographics:

Figure 9: Race



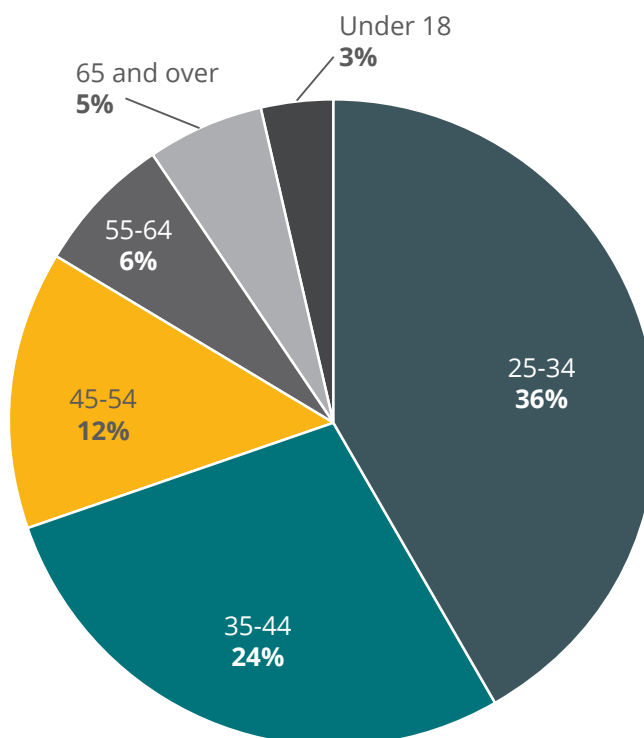
Over half of survey respondents were people of color with those who identify as two or more races contributing to this total.

Figure 10: Gender



A majority of respondents were male, with 3% of respondents indemnifying as non-binary/GNC.

**Figure 11: Age Range**



Over 75% of respondents were under 44 years old – a majority of survey respondents skewed younger with 25–34-year-olds constituting the largest age group at 36% of total surveys collected.

**Mini-City Hall and partner organizations:**

Bellevue’s Mini-City Hall serves as a neighborhood service center providing city services and fosters strong connections to the city’s diverse population. Mini-City Hall is located in Crossroads Mall where staff provides personalized customer service in eight different languages and can offer phone interpretations in 240 languages. They provide the following:

- Information and referral
- Connection to city and community services
- Business assistance
- Quick response to concerns
- In-person, multilingual customer service
- Community resource research and referral
- City bill payment outlet (water/sewer)
- Pet license sales and renewals
- Multilanguage materials and publications



Mini-City Hall partners with area non-profit organizations that assist immigrant communities and the disabled population by providing them with the information and resources they need to succeed in Bellevue. The following organizations are Mini-City Hall's primary partners:

**Chinese Information and Service Center (CISC)** supports immigrants and their families by offering linguistically and culturally appropriate information, referral, advocacy, social, and support services. CISC works with immigrants who speak Cantonese, Mandarin, Russian, Vietnamese, Ukrainian, Spanish, and many more.

**Immigrant Women's Community Center (IWCC)** serves over 225 families with direct bilingual services to include workshops and training opportunities. Their goal is to ensure that families can access the services and support programs they need to survive and eventually thrive in Bellevue.

**Indian American Community Center (IACS)** connects and empowers the Asian-Indian community through programs, services, and advocacy. IACS provides critical programs and services for the Asian-Indian community, especially for at-risk community members. IACS works to address policies, existing or not, which affect the community's needs of today.

**PIM Savvy** most recently in September 2024, partnered with Mini-City Hall to offer Bellevue's diverse community with a variety of financial coaching services to include help with setting and achieving financial goals; tax preparation and tax credits; establishing a small business; loans/financial aid/DSHS application assistance; and strategies for job seeking.

**Kin On** computer coaching team helps immigrants communities, especially seniors with technology applications/tools (i.e. smartphones) so they can learn how to navigate these platforms to stay connected to the information and resources they need. Kin On hosts SmartLabs classes and practice sessions providing how-to instructions for a variety of technologies.

**International Community Health Services (ICHS)** at Mini-City Hall connects and assists community members with Apple Health Insurance (Medicaid); information about the Affordable Care Act; access to the healthcare marketplace, [Wahealthplanfinder.org](https://www.wahealthplanfinder.org); and provides Medicaid renewal, browse and compare plans assistance.

**Africans on the Eastside (AOE)** works in Bellevue and the surrounding jurisdictions to address institutional racism and racial inequity by providing education and access to resources and programs that immigrant communities rightfully deserve to successfully participate and thrive in Bellevue and other eastside communities. Their goal is to build an inclusive and anti-racist society through engagement, education, advocacy training, and providing leadership opportunities and development.

## **28. Describe engagement focused on vulnerable populations.**

### **a. Who did you talk to?**

Bellevue's vulnerable population engagement was conducted through an online public survey and a meeting with the City of Bellevue's Mini-City Hall staff and their nonprofit partner organization representatives.

## b. When did you talk to them?

As indicated in Figure 1: Stakeholder engagement timeline, under question 26-b, the online public surveys were conducted from September 16 to 27, 2024. The Mini-City Hall stakeholder meeting was conducted on November 19, 2024.

## c. What did they have to say?

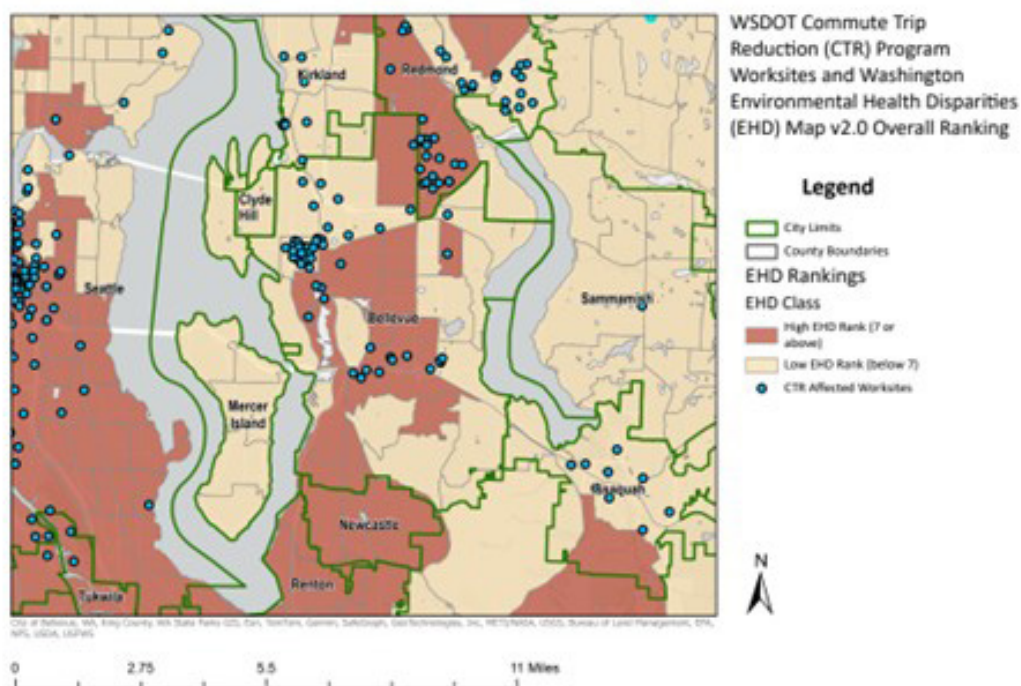
### Online public surveys:

The online surveys were hosted on the city's Engaging Bellevue website platform. The surveys included various questions (listed below) of Bellevue residents who live near several of Bellevue's CTR-affected worksites. The "priority areas" for the surveys were informed by the Washington State Department of Health's Environmental Health Disparities Index Map. The map shows various pollution measures (i.e. diesel emissions and ozone) to provide insights into where public investments can be made to mitigate community environmental health impacts.

The WSDOT provided Bellevue EHD map below, illustrates areas with high EHD rankings (7 or higher) accompanied with the locations of the city's CTR-affected worksites. The city's neighborhoods of Factoria, Eastgate, Wilburton, Crossroads, and south of Downtown Bellevue, most located near I-405 and I-90, are the city's high EHD areas. For example, in Factoria and Eastgate, as with the other high EHD areas, proximity to heavy traffic and diesel exhaust PM2.5 emissions are the largest reasons for environmental impacts. These two qualifiers in these neighborhoods mostly scored between 9 and 10 – the highest scores on the scale. Considering socioeconomic factors, these areas are home to many people of color and those households whose primary language is not English. The Crossroads neighborhood, while not located near I-405 and I-90, also has heavy traffic conditions and diesel exhaust PM2.5 emissions due to major city streets such as the BelRed corridor.

**Figure 12: Bellevue Environmental Health Disparities Index Map**

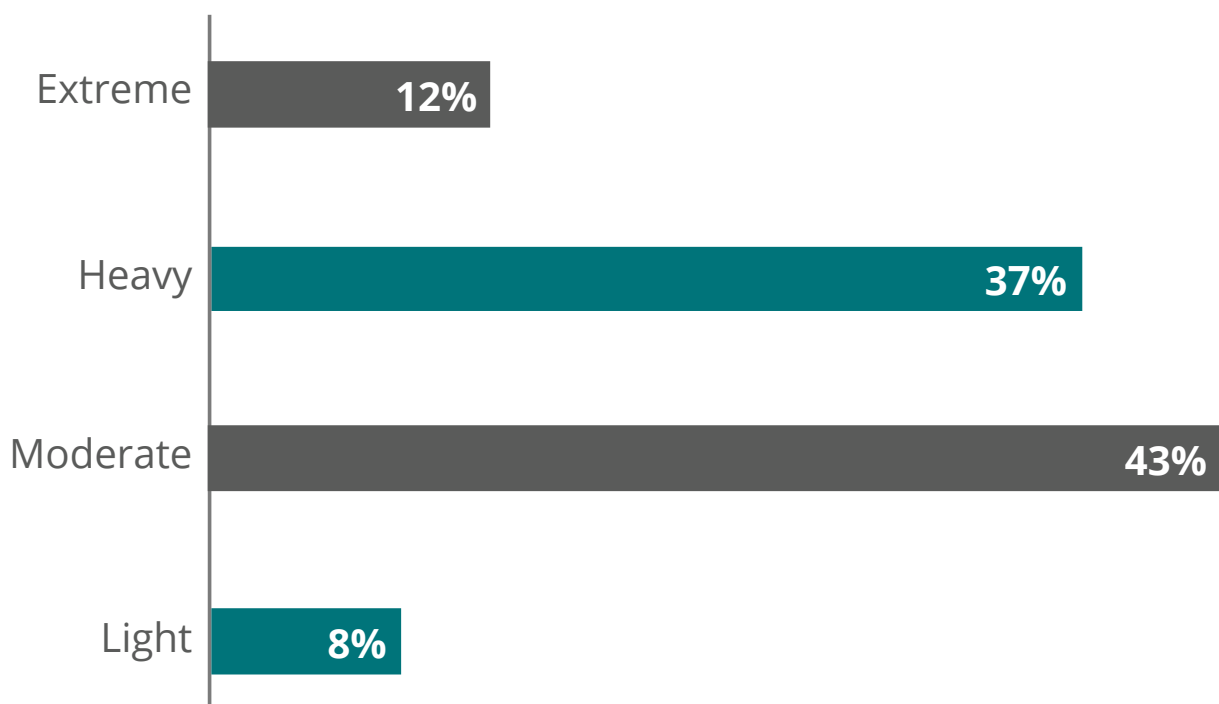
Bellevue, King County



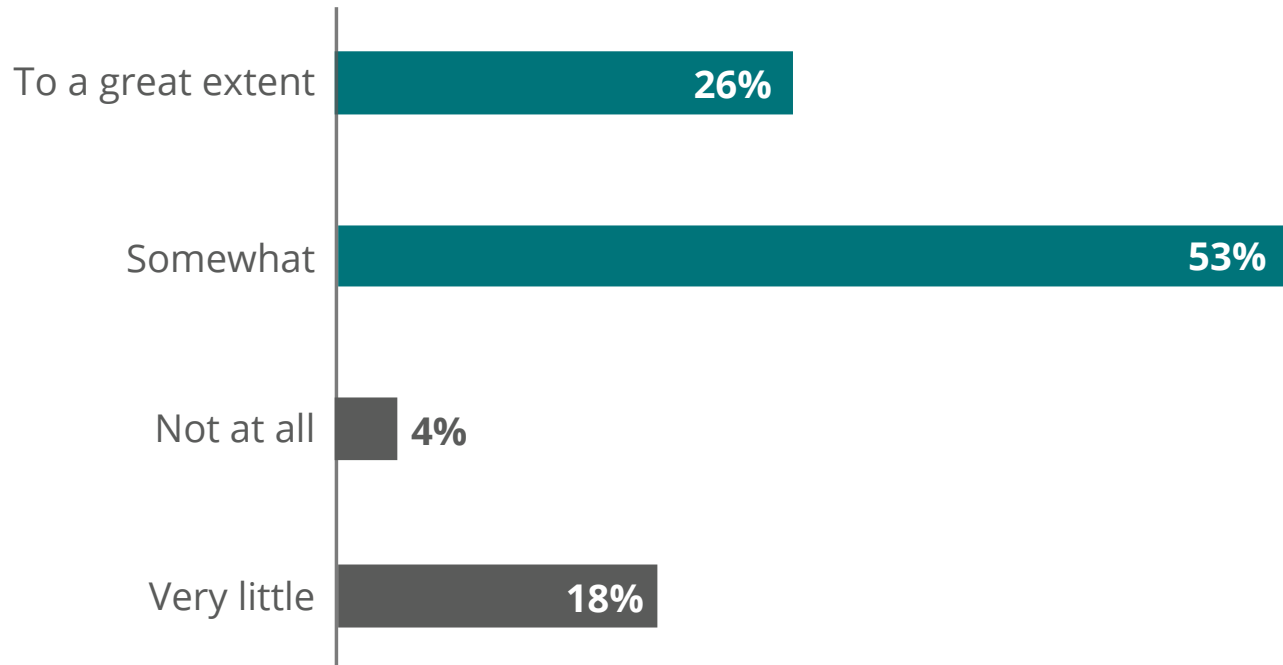
Therefore, the public online surveys were targeted to these neighborhoods. The surveys were promoted via the Choose Your Way Bellevue website and social media channels, as well as through the City of Bellevue's social media channels and sent to various listservs and advertised on Nextdoor. The surveys were designed to gather input to be used for both the city's TDM and CTR efforts. Questions were developed to better understand neighborhood traffic conditions, environmental health concerns, and their barriers and interest in sustainable transportation modes. Over 200 surveys were collected.

### Survey responses:

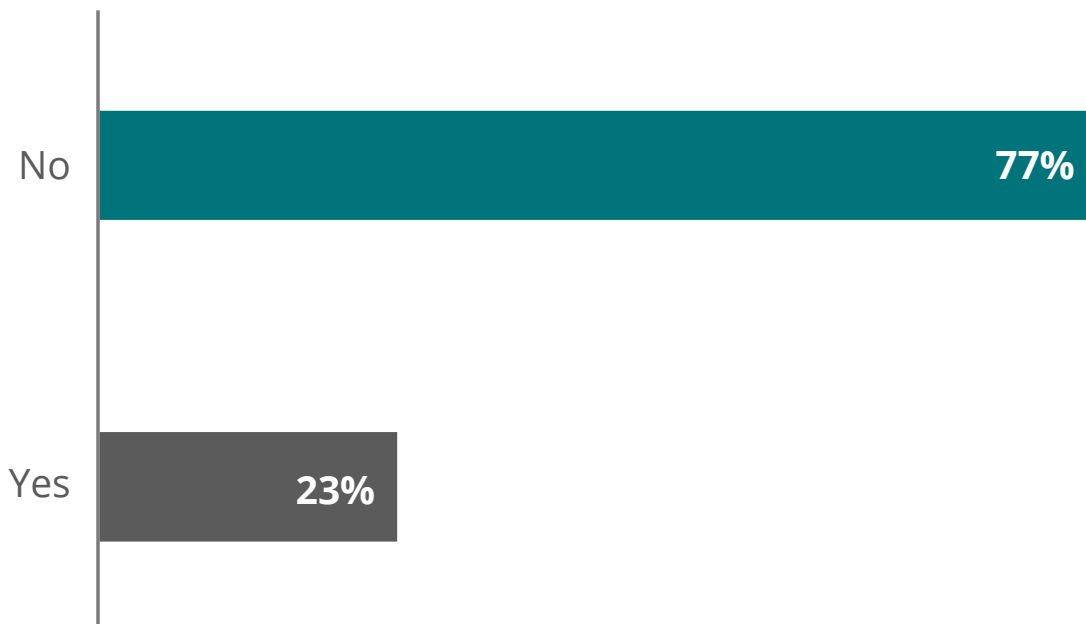
**Figure 13: What are the typical traffic conditions around your neighborhood during traditional peak hours (6-10 a.m. and 4-8 p.m.)?**



**Figure 14: To what extent do traffic conditions in your neighborhood make it difficult to reach your local destinations (i.e. grocery stores, retail shops, doctors' offices, schools) by walking, rolling or using transit in a timely and safe manner?**



**Figure 15: Do you or anyone in your household have health related complications that may be due to the air quality in your neighborhood?**

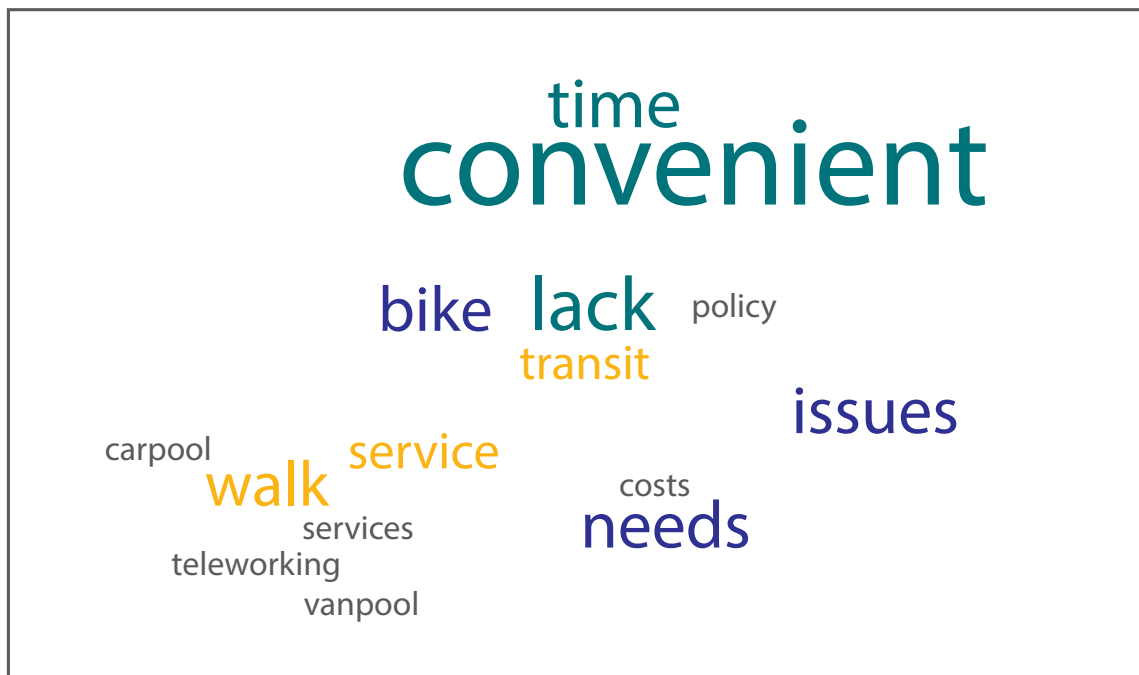




**Figure 16: What barriers do you experience in using non-drive-alone modes, such as taking transit, walking, biking, using carpools and vanpools and participating in flexible work schedules and teleworking (Select top 3 choices)?**

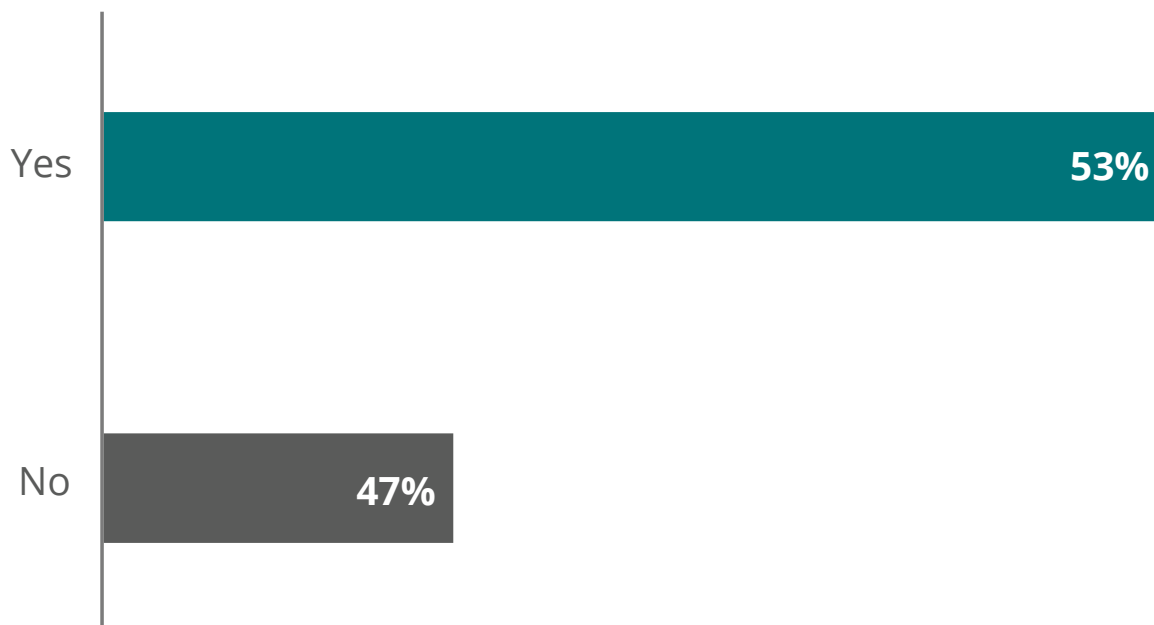
The top three answer combinations are indicated as follows:

- Lack of transit service/frequency; Not convenient to walk/bike; Time issues - needs to be convenient
- Not convenient to walk/bike; Time issues - needs to be convenient; Costs
- Time issues - needs to be convenient



**“Time issues – needs to be convenient”** was the most selected answer for non-drive-alone transportation barriers.

**Figure 17: Would you like to receive sustainable travel information from the city's Choose Your Way Bellevue one-stop transportation resource outlet and sign up for our newsletter?**



In summary, near several of Bellevue's CTR-affected worksites, the surrounding neighborhoods endure heavy traffic conditions that can make it difficult to walk, bike, and get to transit service and are also exposed to higher amounts of vehicular air pollution. Respondents indicated that during typical peak hours traffic conditions are moderate to heavy most of the time and expressed this makes it challenging to reach neighborhood destinations like grocery stores, retail shops, schools, and doctors' offices by sustainable modes of transportation. This issue is compounded by the environmental contaminants this traffic produces as vehicle commuters travel through these neighborhoods.

As it relates to the respondents' own barriers to using sustainable transportation modes, they indicated that their top barriers, in order are: time issues – needs to be convenient; lack of transit service/frequency; and costs. Additionally, 53% of respondents indicated that they would like to know more about their sustainable mode options. Therefore, Bellevue TDM will assist these residents who provided their contact information with the sustainable options available to them and provide them with the tools and offerings provided by the city's Choose Your Way Bellevue travel options program, such as individual commute assistance. Bellevue's CTR staff will work closely with those CTR-affected companies in these neighborhoods to identify more opportunities to help reduce drive-alone trips to/from these worksites to help reduce their contribution to the neighborhoods' traffic congestion issues.

### **Mini-City Hall meeting:**

Mini-City Hall staff and their community partner members expressed several sustainable transportation barriers their communities face and offered their perspectives on how to improve the city's TDM and CTR programs to better serve their communities.

During the Mini-City Hall stakeholder meeting, members of Mini-City Hall staff and representatives from Africans on the Eastside and the Immigrant Women's Community Center participated by providing the following perspective.

As new immigrants move to Bellevue, there is much to learn about their new home, and it can be quite overwhelming to take in all the information they need to know when it comes to housing, education, employment, and transportation opportunities. When it comes to sustainable transportation information, it needs to be simplified and understandable especially since so many are new to the country and Bellevue and English is not their primary language. These new community members do rely on buses and bike travel to reach their jobs and other destinations and could benefit from information and resources that could make these trips easier and more affordable.

Once many find employment in Bellevue it is mostly with smaller businesses, not the city's larger CTR-affected businesses. Many of these workers are hired for lower-income jobs that include positions in the hospitality and services industries (restaurant dishwashers and kitchen staff) and in construction. Within the construction industry there are many contracted workers, and since they lack employee status, they are not provided with the same sustainable options and benefits offered by Bellevue's CTR program and those of these CTR-affected worksites.

One barrier that exists is more affordable access to ORCA cards: It can be difficult for undocumented workers to get access to ORCA cards, many of whom need financial assistance to afford the fares. Having greater access to sustainable transportation modes can help better connect them to the services and opportunities they need to thrive in Bellevue, such as an interview they might otherwise not be able to reach.

Furthermore, Mini-City Hall staff and its partners, in reviewing the CTR program requirements, discussed that, since the state law only applies to workers who arrive to work between the hours of 6 and 9 a.m. it excludes those workers who work outside these hours – shift workers and hospitality/retail workers. The current framework, as it is written, does not provide mechanisms for the development of programs that are geared towards these workers. Therefore, participants expressed the need for the state law to be amended to benefit these workers. It was also recommended that the city's CTR ordinance could be amended to include language that provides provisions/programs for shift workers and those who do not arrive to work between the hours of 6 and 9 a.m.

Lastly, as one participant mentioned, "The struggle is real."

#### **d. How did what they said influence the plan**

Within the strategies section of this plan, an additional strategy was developed to better accommodate the city's vulnerable populations. This strategy encompasses techniques that include the city's larger TDM program and techniques for the city's CTR program. This includes developing stronger relationships with non-profit organizations;

taking advantage of the city's Mini-City Hall resources and connections; development of translated materials for distribution; and prioritizing outreach, education, and mitigation strategies for CTR-affected worksites in the city's most vulnerable areas as indicated by the Environmental Health Disparities Index map.

Additionally, for survey respondents who indicated they want to learn more about their sustainable transportation options, Bellevue's TDM staff will assist these residents by providing them with the tools, resources, and offerings provided by Choose Your Way Bellevue, such as individual commute consulting. Bellevue's CTR staff will work closely with those CTR-affected companies in these neighborhoods to identify more opportunities to help reduce drive-alone trips to/from these worksites to help reduce their contribution to the neighborhoods' traffic congestion issues.

## **29. List employer's suggestions to make CTR more effective.**

Employer suggestions to make CTR more effective are described above in Question 26. c. Here is a summary of that input:

Employers expressed that their biggest barriers to implementing and maintaining their commute programs are lack of financial resources and time to successfully run their programs. They suggested that the city help provide more financial support and help more with the logistics of their programs.

Employers believe the following existing strategies are the most effective when it comes to supporting CTR-affected worksite ETCs:

- Assist employers with events and commute fairs
- Develop printed materials (i.e. brochures)
- Help employers and employees navigate the RideshareOnline tool
- Encourage more participation in the city's overall enhanced TDM activities
- Conduct location-based transit promotion
- Use the Choose Your Way Bellevue social media platforms more effectively to reach more Bellevue workers and residents

Additionally, employers would like to have more city provided in-person events that are innovative and capture the interests of their employees.

Employers also expressed the need for improved vanpool/vanshare options for shift workers/hospitality/healthcare employees. These workers don't always have convenient and timely transit service and need other means to travel more sustainably. Employers offered solutions such as improving coordination at worksites among shift workers who work similar schedules; providing shift workers with more flexible schedules to better accommodate vanpools/carpools; and providing a mechanism for CTR-affected companies to be better connected to each other, enabling improved vanpool/carpool coordination.

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

Key results of the vulnerable population engagement, such as transit service; bike and pedestrian infrastructure; and CTR requirements, that impact other areas of the city and could ultimately be incorporated into comprehensive and transit planning have been shared with the applicable city functions.



## Regional transportation planning organization CTR plan review

### RTPO comments:

#### **“2025-2029 Draft Commute Trip Reduction Plan Consistency Review**

##### **Prepared for: City of Bellevue**

PSRC staff have reviewed the draft plan and noted our findings by section:

##### **Benefits of Commute Trip Reduction**

The draft plan provides a detailed summary of the local, regional, and state benefits of commute trip reduction (CTR). The narrative is enhanced where the city's CTR plan cites equity-related policies in PSRC's VISION 2050 plan that it supports and where it references the Regional Transportation Plan.

##### **Performance Targets**

The Bellevue draft plan adopts Option 3: weighted average DAR of a locally specific percent for CTR-affected worksites at the jurisdictional level [for Bellevue: weighted average DAR (43.1%) of a locally specific percent (7.5%) for CTR-affected worksites]. Like many other jurisdictions, this plan indicates the city will use 2023-2025 CTR survey data to set the baseline and 2025-2027 survey data to evaluate progress. PSRC may reach out in the future for further details to help develop a regional baseline and target for the regional plan.

##### **Services and Strategies**

PSRC reviewed the services and strategies described in this section and did not identify anything inconsistent with regional transportation goals.

##### **Alignment with Plans**

The draft plan identifies King County Metro and Sound Transit as the transit agencies providing service within and to Bellevue and indicates the transit development plans have been reviewed as part of the development of this draft CTR plan. The city also listed its own Transit Master Plan and Mobility Implementation Plan as supporting documents. The draft CTR plan cited several goals on King County Metro's Strategic Plan for Public Transportation and outlined the new light rail and bus rapid transit services being implemented or under construction by Sound Transit that Bellevue's CTR program will promote to get more people onto transit.

##### **Engagement**

The RTP identifies a need to better address equity in TDM, and understanding the transportation needs of underserved and historically marginalized populations is critical to achieving that goal. Bellevue's draft CTR plan has outlined CTR-affected employer and employee stakeholders so far. The plan notes that further public engagement, including that focused on vulnerable populations, will happen in November 2024. PSRC encourages the city to continue engaging with people of limited English Proficiency (LEP) as well as people of color, people with low incomes, older adults, youth, and people with disabilities in all planning processes.”





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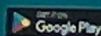
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