

RECOMMENDED PRIORITY STRATEGIES FOR EARLY IMPLEMENTATION

Strategies are listed in order of action categories and code numbers, not in order of priority. Action categories are: Transportation/Land Use (TL), Energy (EN), Economic Development (EC), Natural Resources (NR), Community (CM), Food (FD), and Materials and Waste (MW).

GHG EMISSION REDUCTION PRIORITIES

CODE	STRATEGY
TL 15	Support super-transit network efforts to reduce external VMT by lobbying the State for intercity transit resources and improvements within the Willamette Valley, including optimizing the timing of trains to better support commuting to/from Salem.
TL 24	Charge for city-controlled parking (starting with on-street parking) using a supply/demand model intended to reduce parking in the central business district to 70-80% of supply.
TL34	Implement telecommuting and flexible work hour policies for City employees when appropriate to work assignments. Encourage other employers in Salem, such as State agencies, to adopt similar policies.
TL 39	Continue to minimize setback requirements to allow for more dense development, which in turn promotes walkable neighborhoods. Note: Align with Our Salem.
TL 40	Amend City code to eliminate parking minimums throughout Salem, with priority focus along Cherriots' Core Network. Note: Align with Our Salem.
EN 02	Partner with PGE, Energy Trust of Oregon and EarthWise programs for energy benchmarking and transparency policies in existing buildings with a publicly available "reward" system recognizing those who do well and a "recommendations" system for property owners of lower-performing buildings to take action for improvement.
EN 30	In collaboration with PGE, design and adopt a Communitywide Clean Energy Program to reach 100% clean and renewable electricity for residential and small commercial customers in Salem before 2035 per guidance and requirements associated with HB 2021.
EN 32	Promote the incentives offered by Energy Trust of Oregon for new construction that is all-electric.

LEADERSHIP, GOVERNANCE, AND EQUITY PRIORITIES

CODE	STRATEGY
TL 30	Implement a City policy that transitions all City-owned fleet vehicles to EVs, with priority emphasis on first replacing gas-powered vehicles. Consider electrifying City fleet vehicles at a faster rate than community members to lead by example.
EN 01	Coordinate efforts to meet citywide goals for greenhouse gas reduction using a climate justice lens so that solutions are developed in an equitable way.
EN 04	Begin reporting community greenhouse gas emissions on a regular basis using a reporting platform that aligns with the Global Covenant of Mayors Common Reporting Framework.
EN 07	Hire a full time City Climate Action Plan Manager to implement Council plan priorities, track progress, establish and manage a CAP work group with agency/implementation/equity partners.

RECOMMENDED PRIORITY STRATEGIES FOR EARLY IMPLEMENTATION (continued)**LEADERSHIP, GOVERNANCE, AND EQUITY PRIORITIES Continued**

CODE	STRATEGY
EN 12	Develop a comprehensive approach to increasing energy efficiency in municipal buildings, including setting a goal for increased energy efficiency in all City-owned buildings, benchmarking, deep energy retrofits, policies to require energy efficient practices, and regular reporting.
EN 14	Collaborate with PGE, NW Natural, Salem Electric, Energy Trust of Oregon and Mid-Willamette Community Action Agency to develop and implement a program that helps residents and business owners weatherize and increase the efficiency of residential and commercial buildings, with a priority emphasis on properties with low-income renters, homeowners, and business owners. Such a program may include low-cost energy audits and energy modeling for homes and businesses. Include in the program a one-stop shop type of experience for residents and business owners to learn about current incentives, audits, retrofit opportunities, and any current offerings from the City, utility companies, or local businesses/organizations. NOTE: Utilize HB 2842 Healthy Homes program for funding.
EC 07	Conduct a review of City financial assets/investments to determine extent of holdings in fossil fuel companies. Based on review, divest from fossil fuel holdings, and provide options to employees for alternative investment strategies in climate-friendly financial portfolios.
NR 07	Ensure adequate funding for the preservation and maintenance of existing City trees as well as the planting of replacement and additional trees.
NR 10	Continue to increase community-wide tree canopy cover, with priority emphasis on increasing coverage in underserved areas and neighborhoods. Provide assistance to local institutions to increase their own tree coverage and create spaces such as urban forests, community gardens, and pollinator habitats.
CM 01	Create an environmental screening tool that identifies Salem neighborhood by census track that are disproportionately burdened by, and vulnerable to, urban heat islands, flooding, and multiple sources of pollution. Formalize the use of the screening tool in City planning efforts to prioritize the needs of the most vulnerable residents.
CM 13	Coordinate with existing community-based organizations to ensure equitable implementation of strategies from the Climate Action Plan.
CM 15	Seek input and representation from residents and community organizations about their specific needs and wants, incorporate input and feedback into planning and development for neighborhood hubs/mixed-use projects in low-income and underserved communities.
CM 16	Compensate community participants for the time they spend providing needed input to planning processes. Compensation may include transportation vouchers, meals, and childcare as needed to allow for participation from a broad range of voices.
CM 17	Assess the cultural effectiveness of City communications and messaging in languages other than English and determine opportunities for improvement. Improve the effectiveness of City communications and increase language accessibility through strategies such as creating and sharing videos and announcements in languages other than English commonly spoken by Salem residents.
CM 21	Collaborate with indigenous communities to develop and implement outreach and engagement programs to help residents cope with trauma associated with climate-related displacement.
CM 24	Engage residents in neighborhoods projected to be most impacted by climate change to understand local risks and develop strategies to increase resilience. Pursue and advance "opportunities that allow communities to identify their own needs, interests, and vision for the future" (State of Oregon Equity Blueprint)

RECOMMENDED PRIORITY STRATEGIES FOR EARLY IMPLEMENTATION (continued)**LEADERSHIP, GOVERNANCE, AND EQUITY PRIORITIES Continued**

CODE	STRATEGY
MW 01	Calculate a baseline, track, and report a diversion rate for City of Salem using Marion County data.
MW 04	Write and implement a sustainable purchasing policy for the City to be informed by best practices, reducing GHG emissions, limiting harmful chemicals, prioritizing local businesses, and ensuring safe and fair supply chains.
MW 05	Develop more comprehensive sustainable specifications for City bidding/RFP processes.
MW 09	Set goals and determine practices (e.g., using reusable materials over single-use items) to reduce waste at City-funded events, including all meetings and conferences.
MW 13	Engage City employees in activities to encourage behavior change, like training, discussion, competitions, presentations, awards, etc.
MW 14	Establish a city-wide waste reduction education program.

IN PROCESS OR ONGOING ACTIONS

CODE	STRATEGY
TL 03	Complete Salem's sidewalk network throughout the city, with a priority emphasis on areas within a 1/4 mile of transit route. Assess safety levels of walking routes within 1/4 mile of bus stops and improve areas of greatest needs, such as northeast Salem that have been historically and currently neglected. Reference and revise Salem's sidewalk inventory as needed. Repair existing sidewalks to increase safety and mobility, include assessment and improvement of lighting along sidewalks for safety.
TL 04	Repair existing sidewalks to increase safety and mobility, include assessment and improvement of lighting along sidewalks for safety.
TL 12	Amend City regulations so that where a transit stop is required, on-street parking shall be restricted in the area of the stop as defined by the Transit District in order to ensure unobstructed access by transit.
EC 01	In partnership with LAUNCH Mid-Valley, the collaboration of partners working to support the growth of Salem area entrepreneurs, collaborate with the Chamber of Commerce, SEDCOR, local universities, and business leaders to develop, nurture and attract climate-smart entrepreneurship in Salem. Invest in a nation-wide marketing campaign (partnering with Travel Salem and the City of Salem's Cultural and Tourism Promotion Advisory Board).
NR 01	Continue to require open space in multifamily developments. Incentivize the inclusion of smaller, walkable parks/open space in new, large, subdivision developments.
NR 02	Add and maintain quality parks in NE Salem.
NR 03	Continue to conserve, preserve, and expand Salem's green spaces and parks. Adopt management policies that reduce chemicals, increase biodiversity, and build climate resilience.
NR 08	Ensure adequate planting strip space between roads and sidewalks to provide for buffer and tree health. Work with utility companies to ensure proper setbacks from powerlines.

RECOMMENDED PRIORITY STRATEGIES FOR EARLY IMPLEMENTATION (continued)**IN PROCESS OR ONGOING ACTIONS (continued)**

CODE	STRATEGY
NR 12	Amend City code to protect large canopy trees from removal and impacts of development wherever possible. Use professional best management practices to protect existing trees during construction. Inspect and enforce tree protection measures.
NR 13	Develop and implement an outreach and education program for property owners (residential and commercial) to raise awareness about the value of healthy trees to Salem residents and the city's GHG emissions reduction goal, how to care for trees on their property, how to select native or ecologically well-adapted species, and how to avoid power lines when planting and trimming trees. Include specific information about how property owners can select and site trees to help lower energy use and cost of heating/cooling. Consider including a "Call before you cut" public outreach campaign component to help residents and business owners understand how to best cut/trim their trees. Set a goal to at least maintain the current levels of urban tree canopy cover on private property.
NR 20	Promote water conservation to protect potable water supply and reduce impacts during drought through existing conservation programs and plans, such as the Clean Streams program, Drought Contingency Plan, Water Conservation and Management Plan, as well as any new initiatives.
CM 14	Increase the accessibility, diversity, and inclusivity of public meetings, including City Council meetings, through best practices and multiple modes of engagement (e.g., virtual and in-person attendance options, electronic/online and hard copy materials).
CM 20	Continue to work with indigenous communities, including but not limited to the Confederated Tribes of Grand Ronde, Confederated Tribes of Siletz Indians, and the Confederated Tribes of Warm Springs. Follow best practices for collaboration and decision-making, such as those described in the "Characterizing Tribal Cultural Landscapes Volume I: Project Framework" from the Bureau of Ocean Energy Management (BOEM) and existing MOUs.
CM 22	Collaborate with indigenous communities to reinstate their connection with the land within the City of Salem's jurisdiction, including facilitating traditional celebrations and other activities.
FD 04	Allow and support production of plant-based food on private property.
FD 07	Explore public and private partnerships that encourage cooperatives or other frameworks of social and economic support for local producers, including community gardeners.
MW 03	Continue reducing emissions and minimizing waste through current practices, including following State guidance on prioritizing sustainable products, limiting deliveries to two days per week, and facilitating electronic RFP/bid processes.

ALREADY PLANNED FOR INITIATION WITHIN TWO YEARS

CODE	STRATEGY
TL 01	Review the bike network in the Salem Transportation System Plan (TSP) to identify and prioritize E-W and N-S routes that connect major employment centers with areas of high density housing, essential services (schools, grocery stores, food pantries, health care), and entertainment (restaurants, retail, event venues). Priority emphasis should be placed on connecting underserved areas with essential services.
TL 19	Review and update the Salem Transportation System Plan (TSP) goals, policies, projects, and priorities to align with Our Salem, Climate Friendly and Equitable Communities Rulemaking, Statewide Transportation Strategy, and Oregon Bicycle and Pedestrian Safety Strategy Report in the areas of walking, bicycling, and transit use.

RECOMMENDED PRIORITY STRATEGIES FOR EARLY IMPLEMENTATION (continued)**ALREADY PLANNED FOR INITIATION WITHIN TWO YEARS (continued)**

CODE	STRATEGY
NR 23	Inventory and adopt Statewide Planning Goal 5 goals and guidelines for natural resources, such as wetlands and riparian areas, following Oregon Land Conservation and Development process and OAR 660-016-0000. This process includes mapping and assessing the quality and quantity of each resource and determining ecological significance.

CURRENT OR PENDING STATE REQUIREMENTS

CODE	STRATEGY
TL 21	Follow the DEQ rule requiring commute trip reduction program for Salem employers with more than 100 employees. City role as employer will be informed by State rules and necessary adaptations at the City-level. DEQ will require designated employers to provide employees incentives to commute to work by means other than driving alone in fossil fueled vehicles.
TL 28	Amend City code to adopt state building code amendments per HB 2180 to require newly constructed buildings to provide electrical service capacity for charging electrical vehicles in new development with more than five parking spaces. Initially, no less than 20 percent of new parking spaces must have electrical vehicle charging. Consider setting a percentage requirement above 20% for the City of Salem. <i>Note:</i> Adjustments to this strategy may be informed by updated Transportation Planning Rules and related administrative rules for Oregon as implemented through the Climate-Friendly and Equitable Communities rulemaking process.
TL 29	Amend City code to align with the proposed State rule from the Climate-Friendly and Equitable Communities Rulemaking regarding all major remodel and renovation projects to provide EV charging to existing parking garages or commercial buildings with more than 40 parking spots, and residential developments and mixed-use buildings with five or more parking spaces on a lot or parcel. <i>Note:</i> Adjustments to this strategy may be informed by updated Transportation Planning Rules and related administrative rules for Oregon as implemented through the Climate-Friendly and Equitable Communities rulemaking process.
TL 41	Coordinate with long range transit plan to encourage the majority of new housing and employment developments to be built in walkable, compact mixed-use neighborhoods and in areas that are well served by transit. Incentivize (e.g., through higher heights and higher minimum density requirements) in high impact areas, such as the core transit network. <i>Note:</i> Adjustments to this strategy may be informed by updated Transportation Planning Rules and related administrative rules for Oregon as implemented through the Climate-Friendly and Equitable Communities rulemaking process.
NR 09	Amend City code to increase the amount of shade trees that must be planted in parking lots to increase the shading of impervious surfaces and reduce heat island effects. <i>Note:</i> Adjustments to this strategy may be informed by updated Transportation Planning Rules and related administrative rules for Oregon as implemented through the Climate-Friendly and Equitable Communities rulemaking process.