

# Climate Mitigation Framework

Equitable distribution of costs and benefits

Green our Grid

Shift Energy Sources

Live Lighter

Store Carbon

Build Local Capacity & Resilience

- Create denser urban neighborhoods where more people can opt to drive less
- Make it easier to telework, walk, bicycle, and ride transit
- Reduce food and other waste

**Strategy T2: Increase efficiency of the transportation system.**

**Strategy T5: Increase use of active forms of travel and more efficient commute modes.**

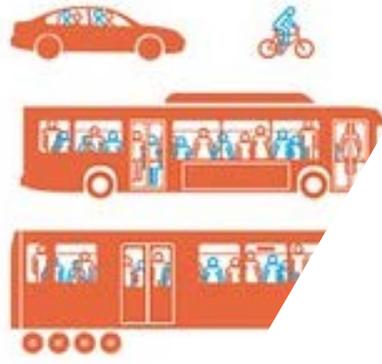
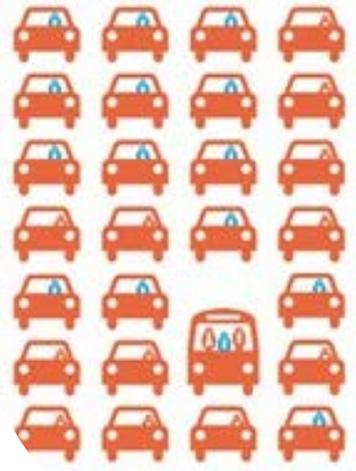
- T2.17 – Increase opportunities for employee teleworking options
- T5.13 – Provide financial resources to install infrastructure necessary to support teleworking.



I-5/US 101 Practical  
Solutions:

State Capitol Campus  
Transportation Demand  
Management –  
Mobile Work Project

June 2021



# I-5: Tumwater to Mounts Road Study

Goals: Identify strategies for regional congestion management; Identify potential improvements for US 101/I-5 Interchange; & Identify a strategic plan for Nisqually River bridges, considering ecosystem benefits.

- The study recommended several TDM strategies: ramp metering, hard shoulder running, & increasing the use of telework & shifting employee work hours away from peak travel times.
- Study noted that these should reduce congestion at key chokepoints & improve efficiency of overall system.





City of Olympia Regional Mobility Grant  
Challenges & Contests & Fun!!

COVID



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“Providing telework and remote work options are not only good for employees, but they are important tools to move the needle on climate change by reducing greenhouse gas emissions in our state. Over the past year, we have proven that employees can still meet their business goals as the Washington state workforce successfully transitioned to telework during the COVID-19 pandemic. They have shown it can be done and in doing so, **reduced vehicle miles traveled by 153 million miles resulting in 64,000 fewer metric tons of CO2 equivalent emissions being released into the air. Teleworking benefits employers, employees and our planet.**”

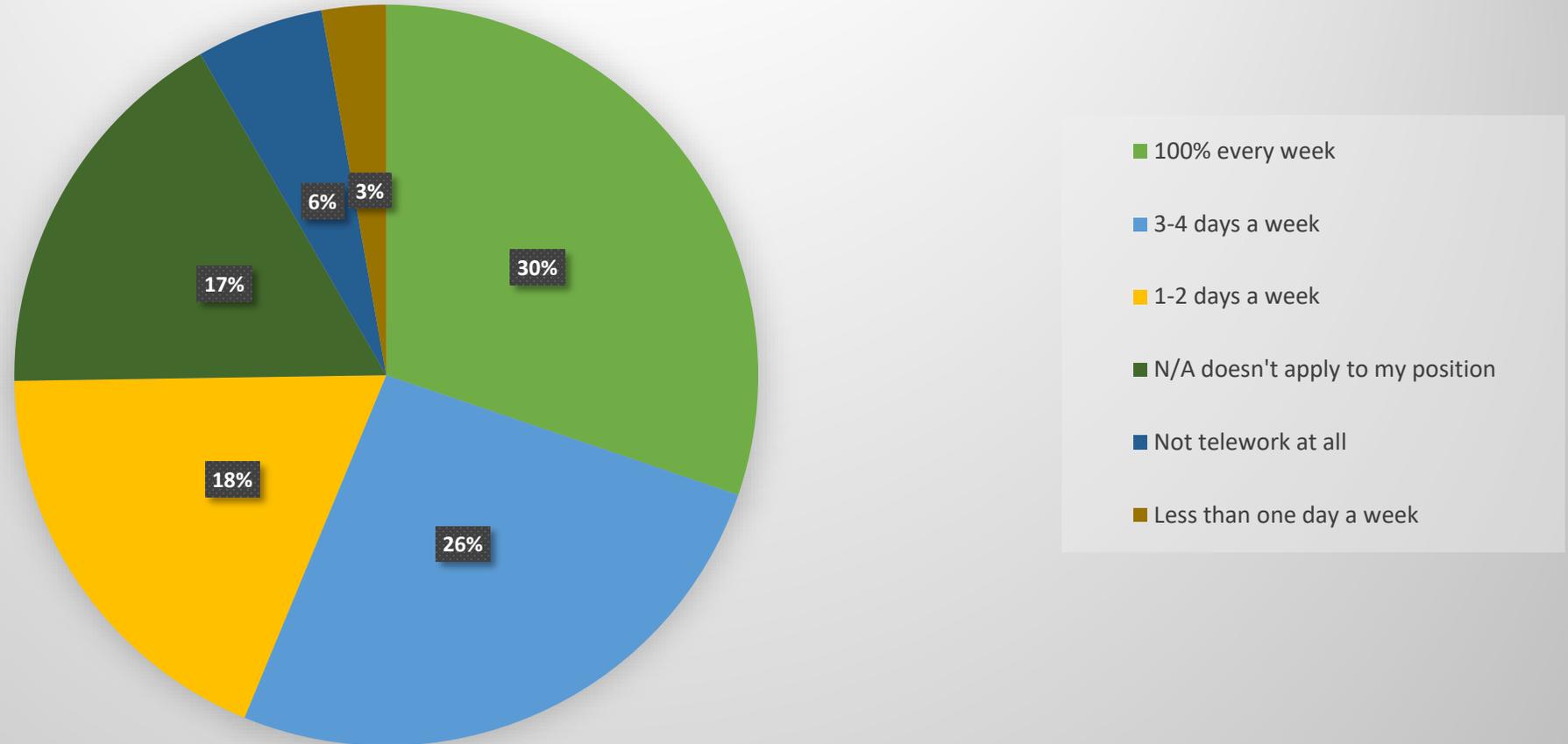
- Jay Inslee, Governor, State of Washington June 2021

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## Post Covid Telework

According to the October 2020 Washington State Employee Engagement Survey, here are the preferences of employees to telework post covid (43,000 employee responses).





# Local Telework Rates

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## Pre-Covid

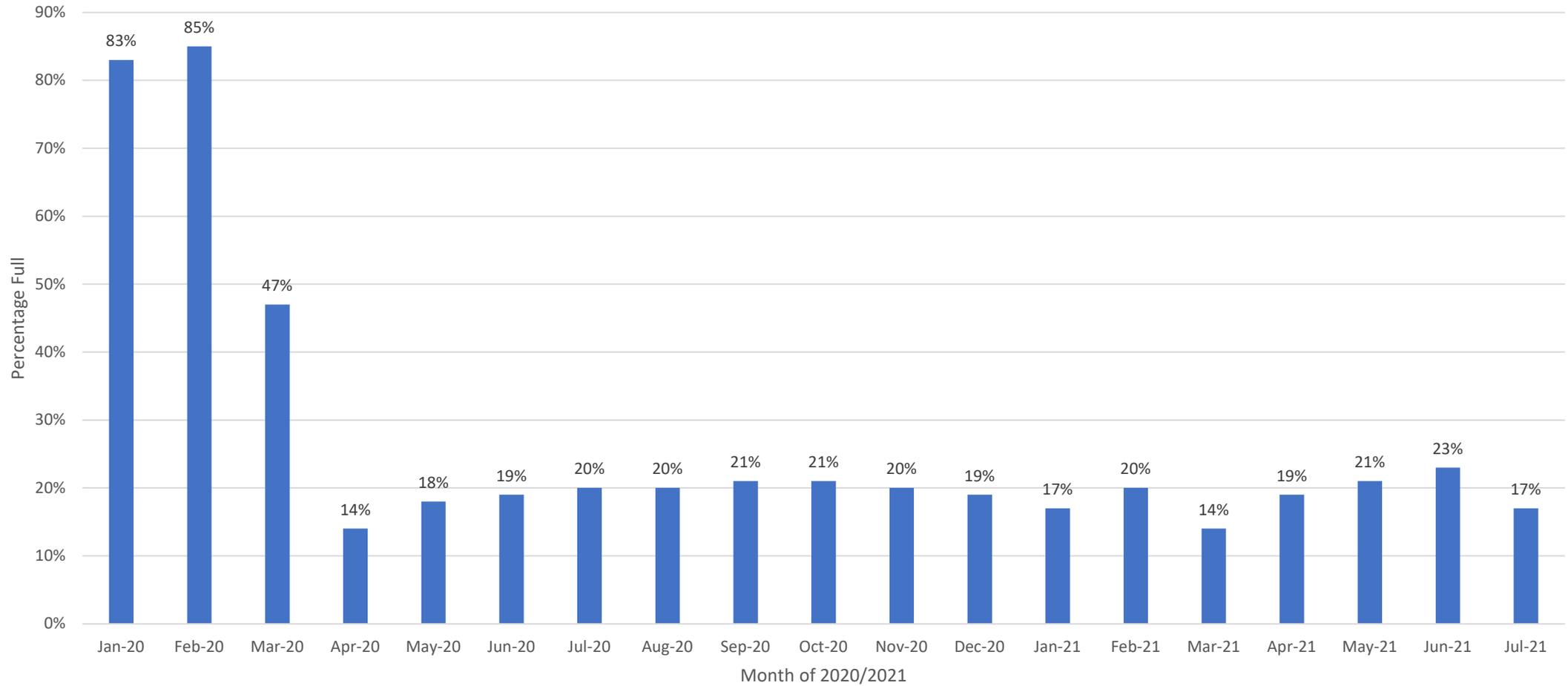
- Most recent data available (2019 CTR Survey) shows state worksites had a telework rate of only 6.3% - even with active encouragement by local partners.

## During Covid

- Labor & Industries: 88%
- Department of Social & Health Services: 92%
- Department of Fish & Wildlife: 96%

## Capitol Campus Parking Data

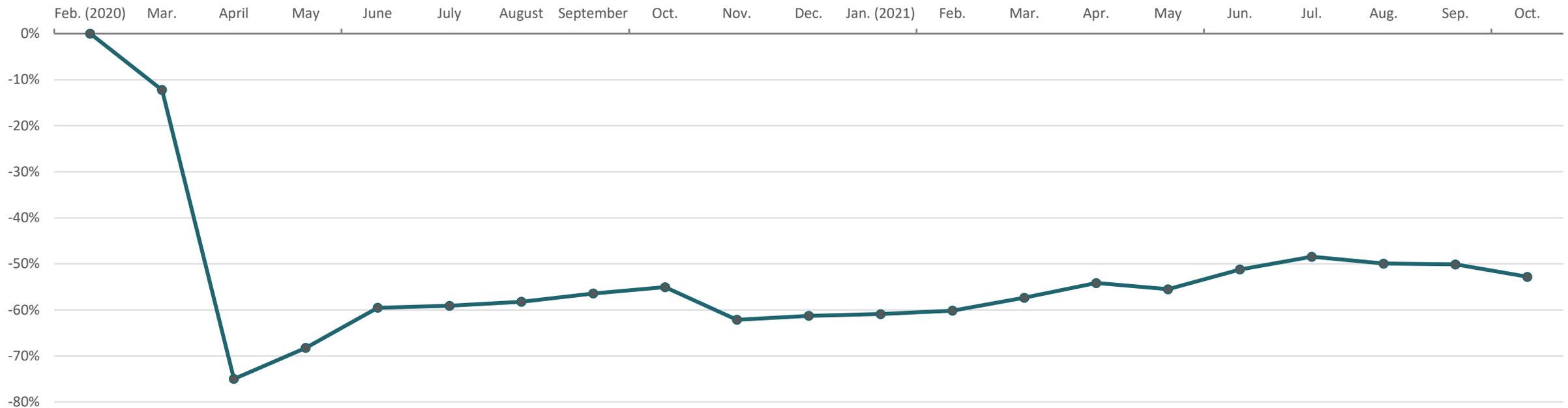
Average capacity level for zoned parking at 10am



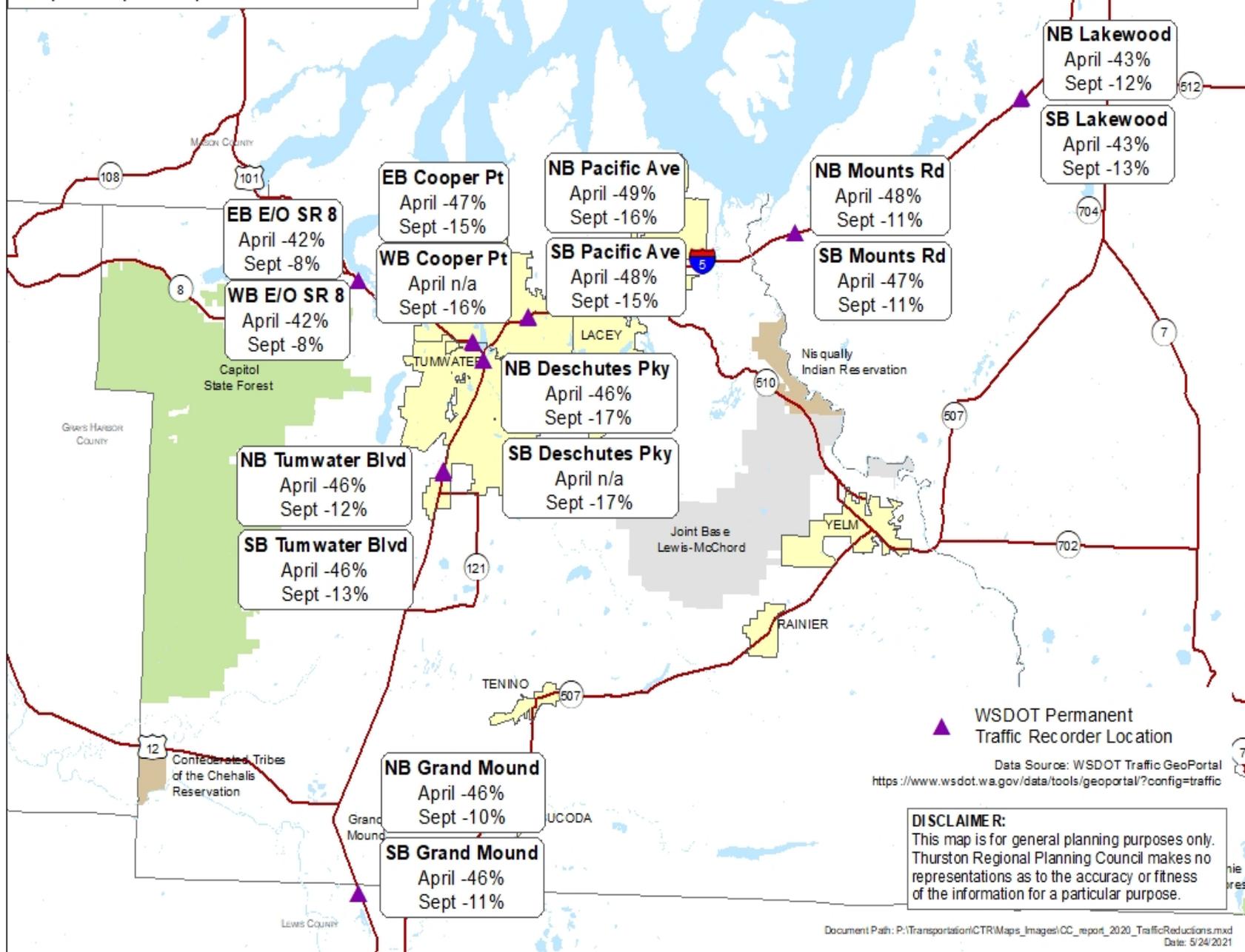
# Traffic counts at 14<sup>th</sup> and Jefferson

- We chose this location for measurement at the beginning of the Capitol Campus project because many state employees flow through this intersection into the capitol campus and other state buildings.
- At the time of the report, we were still seeing a reduction here and on I-5.

Percentage change in traffic volumes  
14th Ave & Jefferson St roundabout  
Compared to February 2020



**2020 Reduction in Highway Traffic Volumes**  
 Reduction in mid-week average traffic volumes compared to previous year volumes



# I-5 Traffic Counts



# I-5 TDM Strategy Worked!!

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“Shifting to remote work for state employees on the Capitol Campus did prove the assumption for this study - that by encouraging more telework and flexible hours - we may be able to delay or avoid the costs of making infrastructure investments to places like the I-5/US 101 Interchange. This will also save money on maintenance. And with our serious shortage of transportation funds, we need to consider all strategies - including Transportation Demand Management strategies like telework.”

- Washington State Representative Andrew Barkis, 2nd Legislative District, Ranking Minority Member, House Transportation Committee

# Challenges

- Each agency (and division, department, corner of the building) makes rules for their employees. Each fiefdom collects & analyzes data & may not share
- Some jobs = not good candidates for remote work – or not all the time





## *Whereas:*

State government policies and decisions impact land use and transportation and other conditions throughout the Thurston region. Under the CTR Law, jurisdictions must strive toward specific goals. The jurisdictions in the Thurston region cannot achieve the goals – of the CTR Law or of Climate plans - without cooperation and collaboration with our largest employer, the state of Washington.

## *Now, Therefore:*

- State, local, and regional governments must **work more closely together** to achieve mutual goals, such as greenhouse gas reduction, remote work solutions, efficient use and siting of public facilities, and data gathering and analysis.
- Implement Deliberate **Change Management**: Recognize that changing workplace culture - especially one rapidly altered to respond to a crisis - will require deliberate change management strategies and an iterative process.
- **Cooperate to collect, share, and analyze data.**
- Cooperate to prioritize **High Speed Broadband** throughout the Thurston region - essential for the future of telework and the modern work environment and for fair and equitable access to services and opportunities.
- Consider a **Standard Office Kit**

- Give Capitol Campus employees a daily parking option. Done!
- Provide up-to-date remote work and hybrid workplace **training** for managers and employees.
- Update the **Governor's Executive Order** on Telework to reflect new technologies, lessons learned during COVID - including increased productivity - and employee preference. The order should focus more on encouraging telework and removing barriers rather than a process for determining position eligibility.
- Maintain the **Dashboard** on the OFM website, which provides helpful information. Work with partners to enhance the site.
- As agencies embrace remote work, look for opportunities to **reduce office space and parking**. Because of an increased in telework, WSDOT has already ended a lease in downtown Seattle and consolidated staff into a single facility.
- Implement **consistent programs, policies, and incentives across all state agencies**. A state employee may work for Agency X, which provides incentives - such as \$2/day for not driving alone to work and supports 2-3 days a week of telework. Another member of the same family may work for Agency Y, which pays a portion of vanpool fares but does not allow telework. A neighbor may work for Agency Z, which provides no incentives, only allows informal telework for certain employees, and discourages flexibility of any kind.

*Commo Adjuncto del d. cargo de Gen*  
*Antonio Fernandez*  
*Ch. Gratiot A*

*Carlo Schaub Schaub*





Ready to work together...



- The City of Olympia is looking forward to working with the State and other partners to **“maintain the gain”** on these positive outcomes post pandemic.” - **Cheryl Selby, Mayor, City of Olympia**
- We also know that reducing trips is **far less expensive than adding capacity, and quicker to implement**. The City of Tumwater looks forward to working together with state, regional, and other local governments to find additional short-, medium-, and long-term solutions to our transportation challenges.” - **Pete Kmet, Mayor, City of Tumwater**
- While very intense at areas like the I-5/US 101 interchange, the impacts of our largest regional employers’ workforce driving to work at peak times impacts the entire region. The Lacey City Council, staff, and I have worked on the I-5 issues, including the study that was the genesis for this Report. We must explore short-, medium-, and longer- term solutions. **Transportation Demand Strategies like remote work and flexible hours can improve efficiency and allow us to wring all we can out of the I-5 infrastructure investment**. Our constituents expect us to explore all solutions, especially lower cost fixes.” - **Andy Ryder, Mayor, City of Lacey**
- The Thurston region has a long history of working together to identify solutions to gnarly problems. We welcome the opportunity to collaborate more with our state government partners. As our largest employer, the travel patterns of state government greatly impact land use and transportation throughout the region. The COVID pandemic reminded us all of the need for strong partnerships. **We need all the voices at the table to craft solutions that serve our joint constituents.”**- **Tye Menser, Chair, Board of County Commissioners, Thurston County**
- We look forward to continuing that collaboration with TRPC and other partners to help employees plan these **hybrid commutes** – a few days working from home with no commute and riding transit for those days in the office.  
- **Ann Freeman-Manzanares, General Manager, Intercity Transit**

## Phase II!



MAINTAIN  
THE  
GAIN

- How do we maintain the telework momentum when it is safe for workers to move back into offices?
- What barriers remain?
- How does telework affect our local real estate market and economy?
- How do flexible work schedules support distancing and safety measures?
- What are hybrid workplace models?
- What telework policies are the best?
- What do employees want and where are they most productive?

# Measuring...

- TRPC will survey all employees in fall/winter 2021, using the new WSDOT CTR Employee Survey. In Phase II, TRPC will try to coordinate metrics across partners. We'll also keep collecting traffic count and parking usage data.
- State government elected not to field an overall agency survey on remote work early in the pandemic but did include several telework questions on the Fall 2020 Employee Engagement Survey.
- In spring 2021, OFM supplied sample surveys and questions, which agencies could - but were not required - to use. Agencies had full discretion on if and when they surveyed, the form of the survey, and if they chose to share results. So, we did not have overall data on how many state employees were teleworking or working flexible hours; the level of management support and culture change; and what employees wanted in the future.
- Collecting complete and comprehensive data is essential to gauge the success of marketing and outreach strategies, and new executive orders and legislation. Sharing and Coordination = Success.

# Sharing

news data

information

knowledge

idea



# Estimated Reductions: Vehicle Miles Traveled (VMT) Green House Gases (GHG) and Trips

- **Cap Campus:** 9.6M VMT,  
4.2k GHG, 1.0M Trips.
- **Thurston County State  
Employees:** 30.9 M VMT,  
13.6k GHG, 3.1M Trips.
- **Washington State  
Employees:** 81.2M VMT,  
35.6k GHG, 8.3M Trips.



# The future is flexible...

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Hybrid workplace (telework some days, bus, bike on office days)

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What is flexibility? Time and location, as defined by your organization.

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Lessons learned: things we thought were true-aren't!

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91% of CEOs believe a company attracts more talent when allowing remote work (Typeform)

