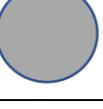


## 2024 Status of Actions in the Corporate Climate Change Adaptation Plan

Status	Action	Comment
	Conduct building condition assessments (BCAs)/energy audits across corporate facilities to determine a priority order for retrofits, beginning with the least energy-efficient facilities, and to determine areas in buildings with the greatest opportunity for energy-efficient improvements	BCA's were completed on 29 buildings in 2024, with the remainder of the City's facilities to be completed in 2025. This is the first step in creating an inventory of mechanical and electrical assets for a large scale evaluation. Each project that includes a mechanical and electrical component undertakes an exercise to determine if a more energy efficient option exists.
	Continue to upgrade/retrofit City-owned buildings/facilities with energy efficient systems for heating, ventilation, and cooling (HVAC) systems, interior lighting, building climate control by integrating passive heating for winter and passive cooling for summer	Each project that includes a mechanical and electrical component undertakes an exercise to determine if a more energy efficient option exists. However, the City has not investigated passive heating and cooling options. It is anticipated that this will be completed by the end of 2026.
	Investigate green infrastructure such as green roofs/walls, low impact development (LID) landscaping, permeable pavements and native species planting into facility retrofits	Each project that includes a design or renovation component will include an exercise to determine if these items can be included in the project. However, the City has not investigated standardization of these items. It is anticipated that this will be completed by the end of 2028.
	Reduce water demand and wastewater produced for City facilities through energy retrofits including the use of grey water reuse systems	Each project that includes a design or renovation component will include an exercise to determine if these items can be included in the project. However, the City has not investigated standardization of these items. It is anticipated that this will be completed by the end of 2028.
	Assess facility capacity for integrating electric vehicle infrastructure and incorporate into facility retrofits	Staff will complete an exercise on select buildings in 2025 and will include associated funding in the Fleet Management Strategy implementation.
	Utilize green development standard (being developed in collaboration with Grey County) for any new builds	This item is in progress. City staff have been participating in workshops led by Grey County. It is anticipated that Grey County will present the standards to County Council and municipalities in Spring 2025.
	Develop staff training for all existing staff and as part of the onboarding process for new staff on how to reduce energy consumption	This project will be considered alongside the refresh of the City's onboarding process in 2025 and will likely be a recommendation in the City's updated Energy and Conservation Demand Management plan in 2025.
	Develop and implement a Fleet Management Strategy that looks for opportunities to increase vehicle sharing, reduce the number of vehicles, and ensure the right size of vehicles is used for the job	This project is in process. The Corporate Fleet Strategy as approved by Council in November 2024 and the action items included in the strategy are being reviewed and assigned by an internal committee.
	Develop and implement an anti-idling policy for City vehicles to restrict idling except where certain conditions exist e.g. mobile work station, lights or equipment require the vehicle to be running	The City currently has an anti-idling policy in place (circa 2004) that will be updated as part of the City's Corporate Fleet Strategy. The timing of this action item has yet to be determined.
	Optimize fleet equipment by reviewing levels of service and alternative fuel sources	This project is in process. The Corporate Fleet Strategy as approved by Council in November 2024 and the action items included in the strategy are being reviewed and assigned by an internal committee. The timing of this action item has yet to be determined.
	Transition vehicle and equipment to alternate fuel that has a lower emissions rating at the time of planned replacement	This project is in process. The Corporate Fleet Strategy as approved by Council in November 2024 and the action items included in the strategy are being reviewed and assigned by an internal committee. The timing of this action item has yet to be determined.
	Assess route planning for vehicles that use regular routes such as transit, snow plows for efficiency	This action item occurs informally on an ongoing basis. Staff will collect data throughout 2025 and 2026 in order to conduct an assessment in 2027.
	Install technology to enable analysis of fuel-efficient driving habits such as reducing speed, maintaining a steady speed, slowing	The expansion of the City's Automatic Vehicle Location (AVL) system has been approved for all licensed City vehicles. Staff will collect data

 Complete  
  Proceeding as Anticipated  
  Not yet started

Status	Action	Comment
	acceleration, coasting to decelerate	throughout 2025 and 2026 in order to conduct an assessment in 2027.
	Provide training and annual refresher courses for employees that operate fleet vehicles	This project is in process. The Corporate Fleet Strategy as approved by Council in November 2024 and the action items included in the strategy are being reviewed and assigned by an internal committee. The timing of this action item has yet to be determined.
	Monitor developments in potential provincial and federal policy which would enable technology for auto-dimming streetlights when cars and pedestrians are not present and for the use of renewable energy e.g. solar for streetlights and traffic signals	The City is not aware of provincial or federal initiatives at this time and will report on this action item in future progress reports.
	Conduct a corporate waste audit to identify opportunities for waste diversion and reduction	This action item will be completed in 2026.
	Participate in the green bin program planned for the community in 2025	City facilities are not eligible under the residential waste collection program at this time. Staff are currently reviewing waste collection programs for non-eligible properties and waste streams and will provide options to Council by the end of 2025.
	Continued installation of water refill stations at City facilities and spaces	This program is ongoing, with an increased focus for 2024 and beyond on adding water refill stations to location with public access.
	Restrict single-use plastics at City events and facilities	This action item will be completed in 2026.
	Increase promotion of the boulevard tree program using natural tree species	The City continues to provide this program to residents. A review of the program is scheduled for 2025.
	Review bylaws relating to lawn maintenance and grass-cutting, and watering	The City has a Yard Maintenance By-law in place (circa 2018). A review of this By-law is planned for 2025.
	Review service levels related to grass-cutting at City facilities and in parks and open spaces	This project is in process, with the establishment of parks classifications in 2024. Staff will now work towards establishing levels of service for the various classifications. This action item will be completed in 2025.
	Convert City gardens and plantings to at least 50% native and pollinator plants	The City completed an inventory of City owned gardens in 2024. Future work includes the establishment of levels of service and planting types for these gardens. This action item will be completed in 2025.
	Complete an inventory of the urban tree canopy	This project is in process. Approximately 50% of street tree inventory in 2023 by a contract employee. Staff will identify the funding need for the 2026 budget to hire contract employee to continue inventory of street and open space trees.
	Expand tree canopy by continuing the City's annual tree planting program and increasing the number of trees planted per year	This action item will not be completed until a detailed and funded strategy is developed to address the City's current ash tree replacement needs.
	Review and document best practices for tree maintenance being utilized by the City	This project will build off of the completion of the tree inventory and replacement plan. This action item will not be completed until the end of 2027.
	Use native grasses and ground cover alternatives for new seeding	This project is in process, with the establishment of parks classifications in 2024. Staff will now work towards establishing levels of service for the various classifications. This action item will be completed in 2025.
	Continue to promote community gardens	The City is currently continuing to promote and approve community gardens. A review of the program is scheduled for 2027.

 Complete
  Proceeding as Anticipated
  Not yet started

Status	Action	Comment
	Develop and implement climate lens assessments and tools to be utilized for projects as well as the review and development of policies	This action item is scheduled to be implemented in 2026.
	Expand the Climate/Environmental Implications section of Committee/Council reports to demonstrate how the climate and environmental impacts have been considered including adding quantifiable and/or qualitative information	The impact of a report's recommendations in relation to the City's Climate Adaptation and Mitigation plans is included in the City's standard report template. Further development of this will be connected to the implementation of a climate lens and will be implemented in 2026.
	Encourage staff to carpool, use active transportation and telework in alignment with the Remote Work Policy to reduce staff travel	This action item is related to the implementation of the City's Human Resources Strategy – KR1 - Ensure that all human resources policies are up-to-date, based on best practices, and have an inclusive and equitable lens applied by December 2028.
	Encourage the use of videoconferencing for meetings to reduce staff travel	This action item is related to the implementation of Service Delivery Review Action 1B.1: Maximize opportunities to integrate Microsoft Teams throughout the corporation to coordinate project management, operations, and communications to be completed by the end of 2026.
	Utilize programmable thermostats and timed lights in facilities with existing capabilities and encourage turning off lights and turning down thermostats where automated facility systems aren't in place as well as explore minimum and maximum temperature settings	This project will be considered alongside the refresh of the City's onboarding process in 2025 and will likely be a recommendation in the City's updated Energy and Conservation Demand Management plan in 2025.
	Utilize continuous improvement activities to assess how work is completed and to identify potential changes which will positively impact the environment eg. reducing paper files	This action item is in process. LEAN implementation commenced in 2024 and included 2 projects as part of the development of the program, with one of the programs related to an initiative to reduce paper. The implementation of a City wide LEAN program will be reported on in future progress reports.
	Implement annual public reporting on energy use and emissions	This program is ongoing through the City's reporting requirements for O. Reg. 25/23 Broader Public Sector: Energy Reporting and Conservation and Demand Management Plans. The City is currently transitioning to a new reporting format and is in hopes that this will allow for more effective information sharing than the previous layout. This will be completed by the end of 2025.
	Develop and implement a communication plan to highlight the activities of the Mitigation Plan and celebrate successful Climate Action stories.	This action item will be connected to the City's development of an external communications strategy, which will be implemented over the period of 2026-2028. The City currently provides a small amount of information to Grey County for their own communication purposes.