

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

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April 2, 2025



# Contents

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Abbreviations.....	iv
Summary .....	v
Benefits of CTR.....	6
1. Local Land Use and Transportation Context and Objectives .....	6
2. How the CTR Program Will Help Achieve the City of DuPont’s Land Use and Transportation Objectives.....	11
3. How the CTR Program Will Help Achieve City of DuPont’s Environmental Objectives .....	12
4. How the CTR Program Will Help Achieve Regional and State Objectives.....	13
Performance Targets .....	16
5. CTR Performance Targets .....	16
6. Base Values for Each Performance Target .....	16
7. Method Used to Determine the Base Value for Each Target .....	16
8. How DuPont Will Measure Progress Toward Each Target.....	16
9. CTR-Affected Worksites in City of DuPont .....	16
10. Performance Targets for Each CTR-Affected Worksite .....	16
11. List the Base Value for Each Site.....	17
Services and Strategies.....	18
12. Services and Strategies DuPont Will Use to Achieve CTR Targets .....	18
13. How DuPont’s Services and Strategies Will Support CTR-Affected Employers.....	19
14. Barriers DuPont Must Address to Achieve CTR Targets .....	20
15. The Transportation Demand Management Technologies DuPont Plans to Use to Deliver CTR Services and Strategies.....	20
16. DuPont’s Local CTR Ordinance .....	21
17. DuPont’s Financial Plan .....	21
18. DuPont’s Implementation Structure.....	23
19. DuPont’s Implementation Schedule.....	23
20. The CTR Plan for DuPont Employees.....	24
21. How the CTR Plan for DuPont Employees Contributes to the Success of the Overall Plan ..	24
Alignment with Plans .....	25
22. Transit Agencies That Provide Service in DuPont.....	25
23. Transit Plans Reviewed While Developing this Plan.....	25

24. How This CTR Plan Supports the Transit Plan(s) .....	25
25. Comprehensive Plan Updates Needed and When They Will Be Made.....	25
Engagement .....	26
26. Stakeholder Engagement.....	26
27. Vulnerable Populations Considered .....	33
27. Engagement Focused on Vulnerable Populations.....	33
29. List employers' suggestions to make CTR more effective .....	34
30. Describe results of engagement focused on vulnerable populations that will be provided for use in comprehensive plan and transit plan updates.....	34
Regional Transportation Planning Organization CTR Plan Review .....	35

## Figures

- 1 ST Express 592 Route
- 2 City of DuPont Streets and Trails

## Tables

- 1 2025–2029 CTR Financial Plan for Pierce County and the Cities of DuPont, Fife, Gig Harbor, Lakewood, Puyallup, Sumner, and University Place
- 2 Likely Revenue Sources for Funding CTR Plan
- 3 Anticipated CTR Projects and Actions

# Abbreviations

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City	City of DuPont, Washington
Comprehensive Plan	City of DuPont Comprehensive Plan
County	Pierce County
CTR	commute trip reduction
DuPont	City of DuPont, Washington
Dupont Company	E.I. DuPont de Nemours Company
ETC	Employee Transportation Coordinator
HOV	high-occupancy vehicle
I-5	Interstate 5
JBLM	Joint Base Lewis-McChord
ORCA	One Regional Card for All
PSRC	Puget Sound Regional Council
SOV	single-occupancy vehicle
State	State of Washington
WSDOT	Washington State Department of Transportation
WTP	Washington State Transportation Plan

## Summary

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The City of DuPont, Washington (DuPont or City) in Pierce County Washington has prepared this Commute Trip Reduction Plan to comply with Washington State Department of Transportation requirements and support the City's land use, transportation, and sustainability goals and objectives. Specifically, this CTR Plan supports reducing the number and frequency of single-occupancy vehicle trips made by commuters to and from their places of employment.

To that end, this CTR Plan focuses on supporting the following:

- The use of pedestrian and rolling modes of transportation (such as bicycles, mobility devices, skateboards, or scooters)
- Teleworking, carpooling, and vanpooling as alternatives to driving alone
- The expansion of transit options such as bus lines
- The planned extension of the Sounder service line
- Promotion of the robust suite of options and benefits available to employers (including the City of DuPont) and residents through Pierce [County's Ride Together Pierce](#) program

The City's collaboration with Ride Together Pierce is the currently the City's best option to address its barriers of limited public transit and resources. The City will rely on Pierce County for CTR program administration. In the initial stages, the City will collect baseline CTR data to assess baseline commute-trip performance and establish targets. In the first biennium of program implementation (July 2025–June 2027) the City will collaborate with Ride Together Pierce on training, networking, outreach related to program benefits, reaching out to employers, and monitoring progress toward reducing drive-alone commutes. In the second biennium, the City will continue first-biennium activities and begin planning for development and updates for the 2029 CTR Plan.

The City's CTR Plan was created and refined through engagement with community members, stakeholders, and residents that focused on both the community at large and the effects of the plan on vulnerable populations and employers. Engagement efforts included the following:

- Tabling at community events
- Meetings with employers, City staff, transit agencies, and the Pierce County Transportation Advisory Commission
- Online open house and surveys
- Interview with Tacoma-Pierce County Health Department
- Gathering public comments on the draft Pierce County CTR Plan

A key theme from community engagement, the need for improved facilities for bicyclists and pedestrians, will be addressed in the City's 2024 Comprehensive Plan Update by instituting development impact fees to direct investment toward a safe and complete multimodal transportation network. A second key theme, the lack of public transportation options, has been shared with regional partners Sound Transit, Intercity Transit, and Pierce Transit.

# Benefits of CTR

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## 1. Local Land Use and Transportation Context and Objectives

### a. Setting in DuPont as It Is Today or Will Be in the Near Future

The City of DuPont, Washington (DuPont or City), was incorporated in 1951, after the E.I. DuPont de Nemours Company (DuPont Company) built an explosives manufacturing plant and village in 1906. In 1976, Weyerhaeuser Company (Weyerhaeuser), an American timberland company, bought the 3,200-acre former explosives plant from the DuPont Company. In the early 1980s, Weyerhaeuser changed the DuPont Company's focus from an intended wood product export facility to land development, approving plans in 1989 to construct Weyerhaeuser's Northwest Landing, a residential, commercial and industrial development recognized in 2006 by the U.S. Environmental Protection Agency as an example of smart growth—a set of principles for livable communities that includes mixed land uses, compact building design, walkable neighborhoods, preserving open space, and fostering distinctive, attractive communities with a strong sense of place.

Since the early 1900s, the population of DuPont has grown from 601 to 10,180, with a current median age of 34.2 years. Under the Growth Management Act, DuPont has a population growth target of adding 5,185 residents by 2044 and is planning for an additional 1,960 housing units and 1,177 new jobs by 2044.

Due to its proximity to Joint Base Lewis-McChord (JBLM), many of DuPont's residents are active military families. JBLM is a major employment hub and one of the largest employers in the state of Washington, employing both military and civilian personnel. Growth from military personnel, combined with the large population growth across Pierce County (County), has contributed to the congestion issues that exist today. Patriot's Landing, a senior care community, provides various living styles and care for retired military residents and has been recognized as Best in Senior Living by the *Assisted Living Magazine*.<sup>1</sup>

The most anticipated future population and employment growth will occur in the developing Old Fort Lake Subarea Plan area. This is a plan for public amenities such as parks and trails, civic and public uses, and a range of housing types and densities that will meet State of Washington (State) mandated growth targets while protecting DuPont's high quality of life and community character and conforming to DuPont's comprehensive plan Housing Element goals and policies for housing affordability, supply and inventory, social equity and population growth.

An additional area that may also see growth is the former State Farm property, located near the DuPont bus station, which was rezoned to Mixed Use in 2022 to allow for residential and retail uses.

Amazon remains the largest warehouse distributor with two locations in the city.

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<sup>1</sup> Assisted Living Magazine. 2025. "Patriots Landing." Accessed February 27, 2025. <https://assistedlivingmagazine.com/nursing-home/patriots-landing/>.

## b. Features of Land Use and Transportation Facilities and Services that Affect Commuters

JBLM also makes up a large portion of the land area, representing both urban and rural military lands; the military base is a major employment center that employs residents from within Pierce County as well as the surrounding counties (King and Thurston).

The DuPont bus station is located at Wilmington Drive, just off Interstate 5 (I-5). The only transit line currently available in DuPont is the Sound Transit 592 route, which travels the I-5 corridor from DuPont to Seattle. Currently, there is no intercity transit available, nor local routes to the Cities of Olympia to the south or Tacoma to the north, but with the anticipated building and population growth, this option will provide convenience and reduction of not only traffic, but also of harmful environmental pollutants.

### ST Express 592 DuPont – Seattle

March 31 – Aug. 31, 2024

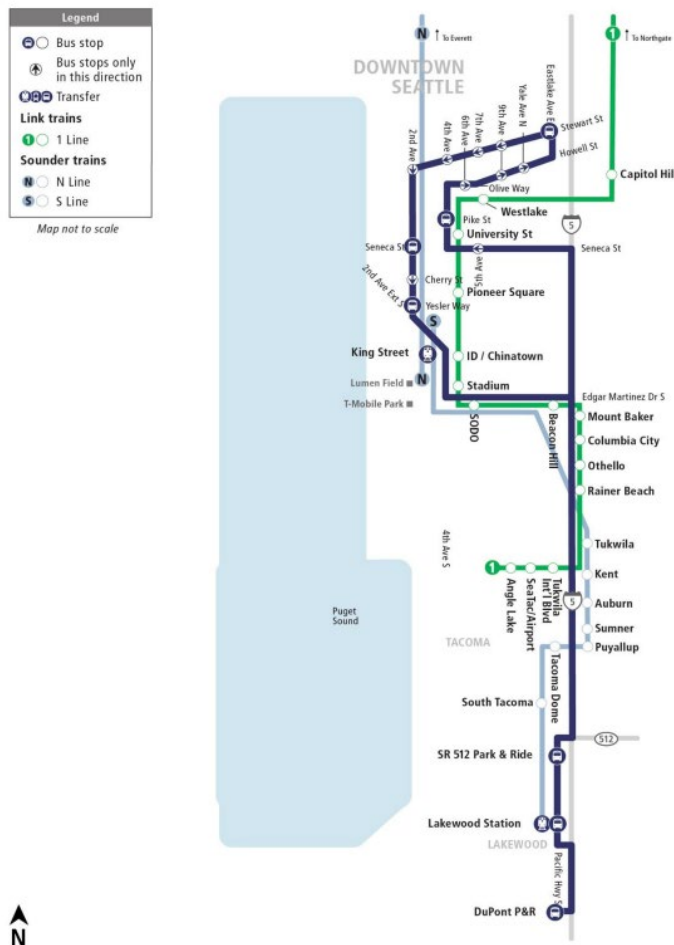


Figure 1: Sound Transit Express 592 Route; Source: Sound Transit 2024

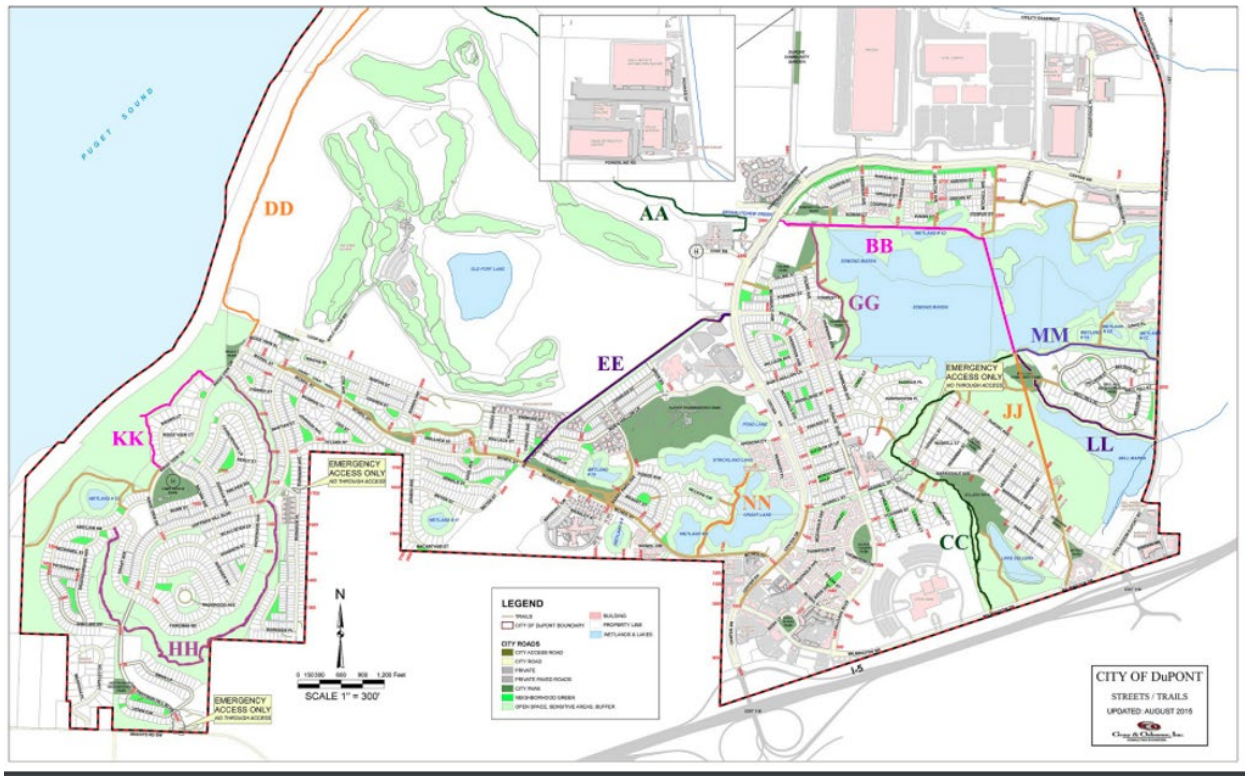


Figure 2: City of DuPont Streets and Trails

As of 2022, Washington State Department of Transit (WSDOT) work continues to build the high-occupancy vehicle (HOV) lanes from Thorne Lane in Lakewood south to Mounts Road in DuPont. When these HOV facilities are complete, the section from South 38th Street to Thorne Lane will be the final gap needed to implement continuous HOV lanes on I-5 through Pierce County.

WSDOT is in the third phase of a series of projects that widen I-5 from Mounts Road near DuPont to Gravelly Lake Drive in Lakewood. Southbound I-5 currently narrows down from four lanes to three, just past 41st Division Drive. This project extends the existing southbound I-5 HOV lane to Steilacoom-DuPont Road. The northbound HOV lane will extend from Mounts Road to the existing HOV lane at 41st Division Drive.

At the Steilacoom-DuPont Road interchange (Exit 119), a new overpass will be constructed. The new overpass creates enough space to extend the I-5 HOV lanes further south into DuPont and provides increased vertical clearance over the interstate to meet current standards. Construction along this stretch of I-5 began in early August 2023 and will continue through 2026. The completed project will improve mobility along I-5 in the vicinity of JBLM.

Current traffic flow in the area is constrained by the proximity of the I-5 ramp intersections, JBLM's DuPont Gate, the railroad, and the intersection of Wilmington Drive and Barksdale Avenue. Building a new Steilacoom-DuPont Road interchange will provide increased distance between the intersections while maintaining access to neighboring communities and JBLM. Once the new interchange is constructed, the existing bridge at Exit 119 will be removed.



### **Land Use Features that Affect Commuters**

DuPont is surrounded by JBLM to the north and east, with I-5 and JBLM on the south and Puget Sound to the west.

JBLM, one of the largest employers in the area, has contributed to traffic congestion issues, which adversely affect air and water quality due to emissions and other pollutants that enter the stormwater system.

Amazon, another large employer, has two distribution warehouses in the north end of DuPont that contribute to congestion on the main thoroughfare of the DuPont-Steilacoom Road to access I-5.

### **Transportation Facilities and Services that Affect Commuters**

WSDOT is in the third phase of a series of projects to widen I-5 from Mounts Road near DuPont to Gravelly Lake Drive in Lakewood. Southbound I-5 currently narrows down from four lanes to three, just past 41st Division Drive. This project extends the existing southbound I-5 HOV lane to Steilacoom-DuPont Road. The northbound HOV lane will extend from Mounts Road to the existing HOV lane at 41st Division Drive.

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### **c. Whether and How Commuting Patterns Have Changed in the Past Few Years**

The COVID-19 pandemic impacted transit service and ridership in DuPont, along with the rest of the region. Sound Transit's 592 bus route, running from DuPont to Seattle, had significant reductions in ridership from 2019 baselines and has only partially rebounded (from over 75 percent reductions in 2020 to about 45 percent in 2024 of the 2019 baseline ridership).

While the rise of remote work opportunities has decreased the need for transit for some workers, other workers have expressed an interest in returning to in-person work. Transit agencies are now seeing ridership spread throughout more of the workday and on weekends, rather than being concentrated around traditional commuting hours and peaks.

### **Implications for CTR**

There are a few implications for CTR from these changes, such as:

- The increase in availability and practicality of remote work indicates a long-term reduction in commute trips to worksites, which meets a critical goal of CTR.
- The increasing demand for public transit, especially near key work sites, provides an opportunity for CTR incentives to meet a community need.

- The shift in peak commute times suggests a decrease in congestion and traffic volume between 6:00 a.m. and 9:00 a.m.; however, it also means that congestion is more widespread throughout the day.

#### **d. The Most Important Land Use and Transportation Objectives from Plans that Commute Trip Reduction Most Directly Affects**

CTR directly affects land use and transportation objectives adopted by the City's 2015 Comprehensive Plan. The 2024 Comprehensive Plan is currently in progress and will place additional focus on multimodal and active transportation. Strategies and policies implemented as part of this Commute Trip Reduction Plan (CTR Plan) help support the Comprehensive Plan objectives by encouraging residents and workers to use the alternative transportation modes that new development is designed to incorporate. The most prominent examples of land use and transportation policies and goals include the following:

##### **City of DuPont Land Use Policies**

###### **Land Use**

**Goal LU-3:** Promote a sense of community health by protecting natural features, preserving historical sites, reducing the necessity for driving, making walking an enjoyable alternative and making transit use practical.

LU-3.2 Establish and prioritize multi-modal linkages, provide recreational spaces, and trails for pedestrians and bicycles between villages.

###### **Transportation**

**Goal 1:** Continue working with regional partners to develop and implement projects that reduce I-5 congestion, including improvements to DuPont-Steilacoom Road and the Mounts Road connection.

T-1.1: Continue collaborating with regional partners, including Pierce County, PSRC, WSDOT, JBLM, and the Department of Defense to improve and enhance access to JBLM.

T-1.3: Work with the Washington State Department of Transportation to coordinate access on freeway ramps so Level of Service is not exceeded.

**Goal 2:** Support measures to restore local transit services, integrating the existing regional bus and rail mass transit service available in DuPont, Lakewood, Tacoma and Olympia.

T-2.3: Work with Pierce Transit and Intercity Transit to develop appropriate levels of transit services that will respond to a growing population and increased employment opportunities.

T-2.4: Coordinate the siting of transit facilities (e.g. bus stops and park and ride lots) shall be considered during the development of new residential, commercial and industrial areas where appropriate.

T-2.5: Support and encourage programs to educate citizens and incentivize reducing Single Occupancy Vehicle usage, including the Commute Trip Reduction (CTR) program, in an effort to reduce demand on the City's and the region's roadways.

**Goal 3:** Maintain the existing transportation system and fill gaps in the non-motorized network (including pedestrian sidewalks, trails, and the bicycle facilities).

T-3.2: Prioritize future pedestrian facility improvements that increase pedestrian safety, link to key destinations, promote multimodal trips, improve conditions for the elderly and persons with disabilities, maintain safe conditions on existing sidewalks, and meet other priorities for pedestrians in DuPont.

**Goal 5:** Support the land use strategy and community values by investing in multi-modal transportation facilities.

T-5.15 Guide the development of new streets and maintenance of existing streets to from a well-connected network that provides for safe, direct, and convenient access to the existing roadway network for automobiles, transit vehicles, bicycles, and pedestrians. Transportation investments should reinforce the City's vision of connecting to downtown DuPont and JBLM.

### **e. 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 Referenced**

#### **Critical Aspects of Land Use and Transportation that Should Be Sustained**

Sound Transit currently operates a single bus line service for commuters in DuPont. Maintaining and expanding this system is crucial for the success of a CTR program. The City will also continue efforts to promote carpooling and vanpooling programs for major employers through the Pierce County program, Ride Together Pierce, as carpooling and vanpooling can increase the amount of higher-occupancy vehicle trips made by commuters.

#### **Key Changes that Should Be Considered**

Continuing to invest in active transportation infrastructure and additional public transportation options in the areas mentioned above will help to increase livability, maintain sustainability, and support transportation goals for City of DuPont commuters and residents. The 2024 Comprehensive Plan will include more opportunities promoting the expansion of public transportation options in the City.

## **2. How the CTR Program Will Help Achieve the City of DuPont's Land Use and Transportation Objectives**

### **a. How and to What Extent the CTR Program Will Help the City of DuPont Achieve the Land Use and Transportation Objectives Referenced in Question 1**

The relevant goals listed from the 2015 Comprehensive Plan are aligned with the CTR program goals of increasing access for alternative modes of transit and establishing employment center-specific targets. In some cases, the 2015 Comprehensive Plan goals are directly met through the CTR program. In turn, emphasizing transportation investments to decrease drive-alone rates will offer more opportunities for employees to take advantage of the CTR program benefits and incentives that their employers provide.

As the City of DuPont is still improving bicycle and pedestrian infrastructure across the city, most CTR opportunities will come from carpool parking, ride-share systems, and teleworking policies.

### **3. How the CTR Program Will Help Achieve City of DuPont's Environmental Objectives**

CTR programs are an essential tool for meeting greenhouse gas reduction and sustainability goals. Vehicle trips are a significant contributor of greenhouse gas emissions that impact air quality and natural resources such as wetlands and aquatic habitat. According to the *Pierce County Communitywide Geographic Greenhouse Gas Emissions* report, 23 percent of countywide emissions were from on-road vehicles in 2019.<sup>2</sup> Passenger vehicles accounted for 83 percent of on-road vehicle emissions or 19 percent of total emissions. The City of DuPont has recognized the need to prioritize greenhouse gas reductions and climate action through legislative objectives. The City's environmental and climate objectives will be outlined in the 2024 Comprehensive Plan.

#### **a. How the CTR Program Will Support DuPont's Greenhouse Gas Emission Reduction Efforts**

The County is aiming to reduce countywide and municipal greenhouse gas emissions by 45 percent by 2030 from a 2015 baseline. The actions outlined in the *Sustainability 2030* plan are designed to address this goal through targets relating to transportation, energy and built environment, waste reduction, nature-based climate solutions, outreach and education, and growing community capacity.<sup>3</sup> Transportation-related goals are some of the most impactful, as 31 percent of countywide greenhouse gas emissions come from on-road vehicles, aviation, and other marine and off-road transportation equipment. The City of DuPont aligns with these aims by setting goals and policies that encourage reducing greenhouse gas emissions.

The CTR program supports greenhouse gas reduction goals by promoting other modes of transportation through employer education and engagement, as well as incentives. As more people shift to alternative modes of transportation, the reduction in single-occupancy vehicle (SOV) trips can help reduce greenhouse gas emissions. The CTR program also supports many of the transportation goals outlined in the *Sustainability 2030* plan outright, as well as the CTR goals.

#### **b. How the CTR Program Will Support DuPont's Environmental Objectives in Addition to Greenhouse Gas Emission Reductions**

The CTR program supports both the City's environmental objectives and greenhouse gas emissions reduction goals by prioritizing alternative modes of transportation, coordinating between agencies and employers, and recognizing the impact that drive-alone rates have on air quality.

LU-4 Goal: Ensure the design of commercial and residential buildings throughout the City enhance the pedestrian environment.

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<sup>2</sup> Cascadia Consulting Group. 2022. Pierce County Communitywide Geographic Greenhouse Gas Emissions: Puget Sound Regional Emissions Analysis. Final Report. August. Accessed February 27, 2025. [https://www.piercecountywa.gov/DocumentCenter/View/118357/2022\\_GeographicInventory\\_Report\\_FINAL](https://www.piercecountywa.gov/DocumentCenter/View/118357/2022_GeographicInventory_Report_FINAL).

<sup>3</sup> Pierce County. 2023. Sustainability 2030: Pierce County's Greenhouse Gas Reduction Plan. 2023 Update. Accessed February 27, 2025. <https://www.piercecountywa.gov/DocumentCenter/View/128310/Sustainabilityplanandappendices-2023-Update-Final>.

LU-8.1 Encourage office development to turn toward the street and connect with other uses through pedestrian trails and building placement.

LU-8.2 Promote office development to stagger work hours, encourage carpooling and implement other Traffic Demand Management measures consistent with trip reduction plans.

ED 4.1 Continually coordinate with regional transportation agencies such as Pierce Transit, Community Transit, Sound Transit and Pierce County to improve regional access to the City.

## **4. How the CTR Program Will Help Achieve Regional and State Objectives**

State and regional objectives are clearly laid out in the 2022 [Regional Transportation Plan](#) and the [2018 Washington State Transportation Plan \(WTP\)](#).

The 2022 Regional Transportation Plan, prepared by the Puget Sound Regional Council (PSRC), emphasizes climate, equity, access to transit, safety, and mobility. Direct objectives include the following:

- Increased transit-oriented development
- Increased nonmotorized transportation
- Decreased travel times when taking transit
- Increased service times and services
- Access to health and wellness destinations
- Affordable transportation options
- Microtransit/micromobility
- Increased connectivity for pedestrians

The 2018 WTP similarly emphasizes economic vitality, preservation, safety, mobility, environment and health, and stewardship. Direct objectives include:

- Continue the ongoing practice of integrating safety into infrastructure design and system operations for all modes of travel and work to ensure the safety of those who operate and maintain the transportation system
- Support efforts to increase reliable multimodal travel for people and goods in communities across the state, recognizing that the diverse nature of places, needs, and opportunities statewide require equally diverse strategies applicable to those communities
- Encourage the design and development of communities that make walking and biking more viable for more people and increase opportunities for active travel for all ages
- Align investments with desired performance outcomes to get the greatest mobility and safety benefit from existing infrastructure and services at the least cost to the traveling public, which may require revisiting existing funding programs to better align with the kinds of projects that offer cost-effective solutions

By promoting alternatives to SOV trips, the CTR program directly addresses goals such as increased transit-oriented development, enhanced access to health and wellness destinations, and decreased travel times when taking transit. Moreover, initiatives within the CTR framework—such as incentivizing Microtransit and micromobility modes and improving pedestrian connectivity—align with objectives related to affordable transportation options and increased connectivity for pedestrians.

### **a. The Local, Regional, and State Benefits that Would Be Gained If the City of DuPont Achieves the CTR Targets**

By addressing key objectives outlined in regional and State transportation plans, the potential advantages of successful CTR implementation are significant. From reducing greenhouse gas emissions in highway-adjacent communities to promoting nonmotorized transportation and improving transit service quality, CTR-induced benefits contribute to the broader goals of sustainability, accessibility, and mobility. Furthermore, aligning with the overarching aim of increasing multimodal travel across communities, the CTR program can be a strategic tool to meet diverse transportation needs while fostering a more resilient and connected transportation network.

#### **Local, Regional, and State Benefits**

- **Decrease in greenhouse gas emissions, especially for highway-adjacent communities:** the County, region, and State have goals to decrease greenhouse gas emissions. Every reduction in SOV trips contributes to a decrease in emissions.
- **Increase in nonmotorized transportation:** PSRC's 2022 Regional Transportation Plan and 2024 Comprehensive Plan both emphasize increases in nonmotorized transportation via walking, biking, or rolling. CTR incentives and infrastructure can help to improve this.
- **Increased service:** both the County and region have objectives that are centered around increasing service. Implementation of the CTR Plan can help to further this goal by providing additional demand for transit services, increasing coordination between employers and transit agencies, and adding outreach and education.
- The WTP emphasizes efforts to **increase multimodal travel**; implementing CTR is an inherent effort to increase multimodal travel across communities. The implementation of the program would provide a benefit in meeting this objective.

### **b. Adjacent CTR-Affected Cities and Counties.**

There are no CTR-affected cities adjacent to the City of DuPont.

Adjacent CTR-affected counties include King, Kitsap, and Thurston.

### **c. The Top Few Cross-Border and Regional Transportation Issues that Affect DuPont.**

#### **Congestion**

Congestion poses a significant challenge across the region, with Pierce County bearing a heavy burden. The extensive daily influx of trips to and from JBLM—in addition to increased trips due to population growth, commute trips from Thurston County into Pierce County, and from Pierce County into King County—significantly exacerbates traffic congestion, resulting in widespread delays on the state highway and interstate systems.

This congestion not only disrupts the daily lives of residents and workers but also adversely affects air and water quality due to emissions containing greenhouse gases and particulate matter as well as oil leaks and other pollutants that enter the stormwater system. People across the region experience these negative impacts from congestion and pollution. Moreover, escalating congestion

levels carry the risk of overflow onto local roads, compounding the challenges faced by residents and exacerbating traffic-related issues.

### **Transit Connectivity and Access**

Public transit accessibility remains a challenge in DuPont, especially with regard to connectivity, both internally and in adjoining jurisdictions. During outreach efforts for the development of this CTR Plan, participants identified multiple barriers to taking transit, such as the limited reach of transit routes.

### **Active Transportation Infrastructure**

A strong theme heard by staff at CTR-related outreach events is a desire for more and safer bicycling infrastructure such as designated bicycling lanes and bicycling paths separated from the street.

## **d. The Strategies DuPont, Adjacent Cities and Counties, and the Region Have Agreed to Use to Address the Top Issues Described in Section 4c**

### **Congestion**

DuPont works in conjunction with WSDOT and Pierce County to improve its road infrastructure. I-5 and the DuPont-Steilacoom Road run through DuPont and bring high volumes of traffic to the areas of the City with highway entrances and exits. The City of DuPont receives state and federal funds through regional planning and transportation programs.

The City of DuPont's most recent major road network improvements include the DuPont-Steilacoom Road with I-5 improvements that include a roundabout and a new overpass and exit relocation project, currently in process.

### **Transit Connectivity and Access**

While the City of DuPont does not directly provide transportation services, the City is always looking for opportunities to support transportation options. The City of DuPont supports regional planning efforts through Sound Transit's planned Sounder commuter rail extension to DuPont.

The City also works with Ride Together Pierce to help residents and commuters access transit by providing information on transit route planning, supporting a ride buddy program and ride classes, providing free ORCA (One Regional Card for All) cards loaded with transit fares, providing safety gear, educating commuters on ways to combine bicycling and transit, asking employers to provide their employees with transit subsidy programs, promoting a ride-share month campaign with prizes, and coordinating with transit agencies to promote their services and products.

### **Active Transportation Infrastructure**

DuPont partners with Ride Together Pierce, which offers and promotes cycling courses and community rides, free safety gear and education, a bike month campaign with prizes, and a retail discount program for bicyclists. The City is also working on a multimodal plan in its 2024 Comprehensive Plan's Transportation Element to leverage impact fees from new developments to improve biking and pedestrian facilities such as sidewalks, trails, and protected bike lanes.

# Performance Targets

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## 5. CTR Performance Targets

### a. Performance Targets That Reflect Only CTR-Affected Worksites

A weighted average drive-alone rate of 60 percent or less for CTR-affected worksites at the jurisdictional level.

### b. Additional Performance Targets

No additional performance targets are designated for this CTR Plan.

## 6. Base Values for Each Performance Target

### a. The Baseline Number

Performance targets will be tied to the CTR survey. The City will establish a base value during the 2023–2025 survey cycle and measure progress using 2026, 2028, and 2030 survey results.

## 7. Method Used to Determine the Base Value for Each Target

### a. The Source for Each Base Value Listed

Performance targets will be tied to the CTR survey. The City will establish a base value during the 2023–2025 survey cycle and measure progress using 2026, 2028, and 2030 survey results.

## 8. How DuPont Will Measure Progress Toward Each Target

### a. The Method Used to Measure Progress for Each Target

Performance targets will be tied to the CTR survey. The City will establish a base value during the 2023–2025 survey cycle and measure progress using 2026, 2028, and 2030 survey results.

## 9. CTR-Affected Worksites in City of DuPont

### a. List of CTR-Affected Worksites

*Amazon-BF13*

*Amazon-BF19*

## 10. Performance Targets for Each CTR-Affected Worksite

### a. Performance Targets Established during the 2023–2025 Survey Cycle

Performance targets will be tied to the CTR survey. The City will establish a base value during the 2023–2025 survey cycle and measure progress using 2026, 2028, and 2030 survey results.



## **11. List the Base Value for Each Site**

### **a. Base Values Established during the 2023–2025 Survey Cycle**

A base value will be established during the 2023–2025 survey cycle.

# Services and Strategies

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## 12. Services and Strategies DuPont Will Use to Achieve CTR Targets

DuPont will offer employer and commuter services through the [Ride Together Pierce](https://www.ridetgetherpierce.com/) program, a one-stop-shop for sustainable transportation information and services.<sup>4</sup> Ride Together Pierce provides services that help businesses in Pierce County implement commute options programs and make sustainable transportation options easy for riders to access.

### Free Services for Employers:

- Employee commute options program development and analysis assistance.
- Employee Transportation Coordinator (ETC) training.
- Employer network and learning opportunities.
- Survey tools, marketing materials, and assistance with the state-required biennial survey of employee commuting habits.
- Marketing materials such as posters, brochures, and sample email messages.
- As needed, transcribed or trans-created materials in languages other than English.
- Campaign toolkit with directions, promotion tips, marketing materials, and sample emails. The campaigns will promote the use of sustainable modes such as Bike Month in May.
- Access to employee trip-tracking data to monitor program efforts and issue program benefits such as subsidies.
- Online library of employer support services such as best-practice tip sheets.
- Online telework toolkit for businesses and managers.
- Co-host worksite transportation fairs with ETCs.
- Carpool and vanpool ride-share matching and formation assistance.
- Carpool and vanpool parking signs and vehicle rearview mirror hang tags.
- ORCA cards loaded with transit fare to provide to employees to try transit.
- Emergency Ride Home program that will provide sustainable transportation commuters a ride home by taxi, Lyft, or Uber. Commuters can request a prepaid e-code or be reimbursed for their trip, up to \$100 per trip and up to three trips per year.
- Quarterly ETC recognition on the Ride Together Pierce website.
- Best Commuter Business leadership program to honor top-performing employer commute options programs.

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<sup>4</sup> <https://www.ridetgetherpierce.com/>

### **Free Services for Residents:**

- Carpool and vanpool ride-share matching and formation assistance.
- Bicycle Buddy matching assistance.
- Mode-based campaigns with incentives to encourage the use of sustainable modes. Participants will receive first-time user tips for getting started, motivational communication, and notices of opportunities to connect with other sustainable commuters through Ride Together Pierce social media channel.
- Resources to help plan sustainable commute trips to save on personal commuting costs and reduce climate footprint.
- Travel mode information that explains each mode and first-time user guides.
- Online telework toolkit for teleworkers.
- Trip-tracking calendar that will allow users to log their trips to earn participation badges, view pollution and personal cost savings, join team challenges, enter campaign prize drawings, and earn employer program benefits.
- Emergency Ride Home program that will provide sustainable transportation commuters a ride home by taxi, Lyft, or Uber. Commuters can request a prepaid e-code or be reimbursed for their trip, up to \$100 per trip and three trips per year.
- Opportunities to receive commuter assistance or safety items such as helmets, gear with reflective material, and umbrellas.
- Opportunities to participate in transit and bicycle riding classes, bicycle rides, or transit field trips.
- ORCA cards loaded with transit fare to provide to employees to try transit.

## **13. How DuPont's Services and Strategies Will Support CTR-Affected Employers**

### **Ride Together Services and Strategies**

Ride Together Pierce assists employers with developing effective strategies and programs that support CTR and help their employees choose sustainable transportation practices.

- **These services will support CTR-affected employers in the following ways:**
  - Help businesses meet their sustainable goals and climate action visions and missions.
  - Survey results can be used to identify the commute plans that best suit employees' needs and to help employers develop their own CTR plans.
  - Funding ride-share events and campaigns will provide a community of awareness that will support the CTR actions of individual employers.
  - The services and strategies will be provided free of cost to the employer, not requiring them to budget for these services.

- Customized support and tools can be piloted by the employer, allowing for program modifications and final implementation of successful programs with no financial risk by the employer.
- Fulfilling request for free translated materials will help them provide information to non-English or limited English speakers at no additional cost to the employer.
- Employers can take advantage of other employee events such as a benefit fair to present commute options information.
- Implementing a commute options program and providing an Employee Transportation Coordinators to serve as liaisons between businesses and the Pierce County, facilitates ongoing support for transportation plans and improves future CTR strategies and services.
- Providing employees with commute option benefits, such as transit subsidies and HOV parking, may reduce the costs associated with providing parking spaces or increase client parking.
- Employer commute options programs—which help to reduce the rate of solo driving; support the economy and environment; and effectively reduce traffic congestion, air pollution, and fuel consumption—will help business operations for all companies.

## **14. Barriers DuPont Must Address to Achieve CTR Targets**

### **a. How the City of DuPont Will Address the Barriers**

#### **Lack of Public Transit**

DuPont has very little public transit available to its residents. Sound Transit's 592 bus route is the only transit route that serves DuPont, with one stop within the city limits. DuPont supports increasing transit service to DuPont, including the planned Sounder extension to DuPont.

#### **Jurisdiction Size and Limited Resources**

DuPont's small size and limited resources make implementing major transit and infrastructure projects especially difficult. DuPont partners with the Ride Together Pierce program to promote awareness and access to alternative transportation resources to residents and workers in DuPont. The City also works to address compliance of CTR-affected employers with the CTR program, and the City shares Transportation Demand Management information on the City website and directly with developers.

## **15. The Transportation Demand Management Technologies DuPont Plans to Use to Deliver CTR Services and Strategies**

Through Ride Together Pierce, the City of DuPont will offer the following transportation demand management technologies to deliver CTR services and strategies:

- A website that offers CTR information for residents, commuters, and employers. There will be first-time guides for sustainable transportation modes, and links to services such as ride-share matching and transit route planning.

- The website will host an employer portal for turnkey materials to promote commute options services to their employees, campaign mode materials, and training videos for ETCs.
- The website will house a comprehensive telework toolkit for businesses, managers, and teleworkers. The toolkit will provide the resources needed to establish a policy and training for how to manage employees in a telework setting as well as answer frequently asked questions about teleworking.
- The website will have a Contact Us form that will be monitored by the Ride Together Pierce team.
- Host a trip-tracking calendar that will allow people to record their trips, watch their environmental and cost savings, earn achievement badges, join team challenges, and view team results live as trips are logged.
  - The trip calendar will track campaign statistics and will include a prize entry form.
- Management of the Emergency Ride Home program to allow sustainable commute users to request an e-voucher for a Lyft or Uber ride home from their worksite. Users who pay the taxi, Lyft, or Uber provider directly can submit a reimbursement claim for the trip expense.
- Provide trip planning through the Ride Together Pierce ride management tool. The user can input their origin and destination and the tool will provide trip suggestions for carpooling, vanpooling, transit, bicycling, and walking.
  - Promote transit trip planning tools that will suggest routes, times, and fares for the Pierce, King, Kitsap, and Snohomish regions.
- Provide matching services for ride-sharing through the Ride Together Pierce ride management tool for joining or forming carpools and vanpools. Users can enter their home origin and work destination, hours, and days worked to request potential matches.
- Communicate programs and services through the Ride Together Pierce community newsletter email distribution list.
- Promote programs and services by posting on Ride Together Pierce social media accounts.

## **16. DuPont's Local CTR Ordinance**

<https://dupont.civicweb.net/filepro/documents/1299/?preview=4747>

## **17. DuPont's Financial Plan**

### **a. The Estimated Average Annual Costs**

Through a contract with Ride Together Pierce, Pierce County administers CTR programs and services for the CTR-affected cities listed in Table 1 below, as well as for unincorporated Pierce County. As such, CTR funding for these jurisdictions is considered as a whole, except for each jurisdiction's Employee Commute Options Program. Explanatory notes for each activity follow.

**Table 1: 2025–2029 CTR Financial Plan for Pierce County and the Cities of DuPont, Fife, Gig Harbor, Lakewood, Puyallup, Sumner, and University Place**

Activity	Estimated Average Annual Cost
Employer Engagement	\$410,000
Performance Reporting	\$12,000
Administration and Agency Coordination	\$26,000
Commute Trip Reduction Plan Development	\$21,000
DuPont Employee Commute Options Program*	\$3,000
Estimated Annual Total	\$472,000

Note: Estimated average annual cost is based on 2024 grant funding levels.

\*Indicates a jurisdiction-specific cost. All others are collective under Ride Together Pierce.

- **Employer Engagement** includes training ETCs, conducting networks, providing technical assistance, and reviewing employer CTR plans.
- **Performance Reporting** includes worksite surveys and program reports.
- **Administration and Agency Coordination** includes identifying worksites, financial and program management, involvement in comprehensive regional transportation and transit planning, transportation demand management technical assistance to capital projects, and collaboration with community-based organizations.
- **Commute Trip Reduction Plan Development** includes consultant fees and staff charges.
- **DuPont Employee Commute Options Program** includes transit and vanpool subsidies and staff charges.

#### **b. The Likely Funding Sources, Public and Private, to Implement the Plan**

**Table 2: Likely Revenue Sources for Funding CTR Plan**

Source of Revenue	Estimated Average Annual Revenue
Pierce County	\$57,000
DuPont*	\$3,000
Washington State Department of Transportation CTR Formula Funds	\$75,000
Congestion Mitigation and Air Quality Federal Competitive Grant Funds	\$337,000
Total	\$472,000

\*Indicates a jurisdiction-specific funding source. All others are collective under Ride Together Pierce.

## 18. DuPont's Implementation Structure

### a. Who Will Conduct the Activities Listed in the Plan

The CTR-affected Cities of DuPont, Fife, Gig Harbor, Lakewood, Puyallup, Sumner, and University Place contract with Pierce County for CTR program administration. It is expected that the cities will continue contracting during the 2025–2029 plan years. Within the County, the Planning and Public Works department will be responsible for plan implementation.

### b. Who Will Monitor Progress on the Plan

The Pierce County Planning and Public Works department, with staff from the CTR-affected cities, will monitor the progress of CTR Plans across the county. Staff from the City of DuPont will coordinate with Ride Together Pierce to monitor the progress of DuPont's CTR Plan.

## 19. DuPont's Implementation Schedule

**Table 3: Anticipated CTR Projects and Actions**

<b>1st Biennium July 2025–June 2027</b>	<b>2nd Biennium July 2027–June 2029</b>
Provide commute and other employee transportation services to City of DuPont employees.	Provide commute and other employee transportation services to City of DuPont employees.
Work with Ride Together Pierce to: Provide employer support services such as networking opportunities, mode campaigns with incentives, marketing materials, ride-share matching assistance, transportation fair and event support, transit trip planning, Emergency Ride Home program, quarterly recognition, and Best Commuter Business leadership program.  Identify CTR-affected and voluntary worksites.  Train and provide technical assistance to ETCs. Provide opportunities for their continued learning of best practices.  Provide access to quarterly and annual CTR program reporting tools and training on how to complete the reporting process.  Review employer quarterly and annual CTR program reports.  Provide access to the survey tool and training on how to complete the survey process. Review survey results.  Conduct financial and administrative program management of the CTR Plan.	Work with Ride Together Pierce to: Provide employer support services such as networking opportunities, mode campaigns with incentives, marketing materials, Emergency Ride Home program, quarterly recognition, and Best Commuter Business leadership program.  Identify CTR-affected and voluntary worksites.  Train and provide technical assistance to ETCs. Provide opportunities for their continued learning of best practices.  Provide access to quarterly and annual CTR program reporting tools and training on how to complete the reporting process.  Review employer quarterly and annual CTR program reports.  Provide access to the survey tool and training on how to complete the survey process. Review survey results.  Conduct financial and administrative program management of the CTR Plan.  Engage in local, regional, and state CTR planning and collaborate CTR efforts with local agencies.

<b>1st Biennium</b> <b>July 2025–June 2027</b>	<b>2nd Biennium</b> <b>July 2027–June 2029</b>
Engage in local, regional and state CTR planning and collaborate CTR efforts with local agencies.	Undertake development activities for 2029–2033 four-year CTR plan.

## **20. The CTR Plan for DuPont Employees**

### **a. Services, Programs, Information, and Other Actions DuPont Put in Place to Help Employees Reduce Their Drive Alone Commute Trips**

The City of DuPont Employee CTR program supports greenhouse gas reduction goals by promoting teleworking, carpooling, and vanpooling as alternatives to driving alone.

## **21. How the CTR Plan for DuPont Employees Contributes to the Success of the Overall Plan**

### **a. How the Plan for DuPont Employees Reinforces the Success of the Jurisdiction Plan**

The actions included in DuPont's commute options employee program indicate the City's commitment to the goals of the CTR Plan. DuPont's employee program is similar to the worksite programs of other CTR-affected employers. Thus, the programs create a mutually reinforcing community focused on CTR efforts. Employers know that the City is involved and committed to CTR along with them.



# Alignment with Plans

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## 22. Transit Agencies That Provide Service in DuPont

Transit Agencies:

- Sound Transit

## 23. Transit Plans Reviewed While Developing this Plan

Information Sources:

SoundTransit

- [Transit Development Plan 2023-2028 and 2022 Annual Report](#)
- [2025 Service Plan](#)
- [Regional Transit Long-Range Plan \(2014\)](#)
- [System Expansion Implementation Plan \(2018\)](#)
- [ST3 Regional Transit System Plan \(2017\)](#)

## 24. How This CTR Plan Supports the Transit Plan(s)

CTR plans play a crucial role in supporting transit initiatives by encouraging employees to choose public transit options for their daily commutes. By providing incentives, subsidies, and informational campaigns, CTR programs promote transit usage among commuters, including the following:

- **ORCA Product Assistance:** Increases use of transit service through the ORCA Business Passport program that offers pretax and subsidized transit passes.
- **Engagement in the Planning Process:** Efforts to gather public feedback through an online open house and engaging stakeholders in interviews regarding the CTR Plan increases stakeholder awareness of and support for transit and other travel modes. Facilitating workshops on developing CTR plans for jurisdictions helps staff learn how others are promoting and supporting transit use.

## 25. Comprehensive Plan Updates Needed and When They Will Be Made

Like many other jurisdictions, DuPont is working toward a safer and more connected multimodal transportation network that provides workers and residents with comfortable, efficient alternatives to driving alone. The 2024 Comprehensive Plan, which is in progress, will include a multimodal plan for leveraging impact fees from new developments to improve DuPont's pedestrian and bike infrastructure, including sidewalks, trails, and protected bike lanes. This will improve access to existing transit systems along the I-5 corridor while enhancing the safety and enjoyment of commuting within city limits.

The 2024 Comprehensive Plan's Transportation Element further supports restoring local transit services to integrate the existing regional bus and rail mass transit services available in Lakewood, Tacoma, and Olympia, with services available in DuPont. This work will include working with Sound Transit, Pierce Transit, and Intercity Transit to develop appropriate levels of service for the growing population and coordinating the siting of transit facilities with development of new residential and retail areas planned in DuPont.

## Engagement

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### 26. Stakeholder Engagement

Pierce County offered a series of engagement activities featuring CTR topics leading up to and continuing throughout development of this CTR Plan. The City of DuPont has summarized the feedback relevant to DuPont below. Broadly, CTR engagement activities included the following:

- Tabling at community events
- Meetings with employers, City staff, transit agencies, and the Pierce County Transportation Advisory Commission
- Online open house and surveys
- Interview with Tacoma-Pierce County Health Department
- Public comments on the draft Pierce County CTR Plan

#### a. Who did we talk to?

##### 1. Community Members and City of DuPont Residents

- Online Community Member Survey
- Commute Trip Reduction Online Open House, Phases 1 and 2
- DuPont Farmers Market

##### 2. Employers, City Staff, and Service Providers

- Outreach and Interview with **Sound Transit**
- **Employer Workshop**
  - The Boeing Company, City of DuPont, City of Fife, City of Gig Harbor, City of Lakewood, City of Sumner, City of Tacoma, City of University Place, Clover Park Technical College, Department of Social and Health Services, Kaiser Permanente, MultiCare Health System, Pacific Lutheran University, Pierce County, Pierce Transit, Red Dot Corp., Tacoma-Pierce County Health Department, Umpqua Bank, Washington Military Department

##### 3. Interview with **Tacoma-Pierce County Health Department**

##### 4. **Pierce County Transportation Advisory Commission**

- CTR Plan presentation and comment collection

## **b. When did we talk to them?**

### **1. Community Members/City of DuPont Residents**

- **Online Community Member Survey:** February–April 2024.
- **Commute Trip Reduction Online Open House:** April–May 2024.
- **Employer Workshop:** July 18, 2024.
- **Draft Pierce County CTR Plan Public Comment Period and Questionnaire:** August 5-25, 2024.
- **DuPont Farmer's Market:** August 29, 2024

### **2. Employers, City Staff, Transit Agencies**

- **Employer Workshop:** May 9, 2024
- **Sound Transit Interview/Outreach:** April 2024

### **3. Pierce County Transportation Advisory Commission**

- **CTR Plan Presentation:** May 23, 2024

### **4. Tacoma-Pierce County Health Department**

- **Interview with TPCHD staff:** April 1, 2024

## **c. What did they have to say?**

### **1. Community Member Survey**

Pierce County, in collaboration with the Ride Together Pierce program, conducted an online survey to collect information about commuter habits and gather feedback on potential sustainable and affordable commuting options. This survey was distributed to Ride Together Pierce newsletter subscribers, promoted on Ride Together Pierce's social media sites, and available on the Ride Together Pierce website. The survey received 74 responses from residents across Pierce County. Key themes include the following:

**Public Transportation:** Many respondents indicated that more direct and frequent transit service, transit stops located closer to home, and amenities such as bus shelters would encourage them to ride transit.

**Bicycle Infrastructure and Education:** Respondents indicated that providing improved bike infrastructure, such as dedicated bike lanes, and improving roadway safety would encourage commuting by bike. A few respondents expressed interest in programs focused on bike safety education and safe route planning.

**Incentives:** Several respondents identified financial incentives—such as cash, gifts, or point-based reward programs—as a motivation to try alternatives to drive-alone trips.

**Vanpools/Carpools:** Although respondents expressed a willingness to try carpooling and vanpooling, they identified difficulty forming vanpool/carpool groups and a need for flexible vanpool/carpool timing as deterrents.

**Telecommuting:** Several respondents noted they would choose to work from home if their office policy allowed.

**Land Use:** Some respondents noted a desire to live closer to their workplace, if affordable housing was available, and that living closer to work would improve the likelihood that they would try alternatives to drive-alone trips.

**Safety:** Safety was identified as a major deterrent for choosing sustainable commute options. In addition to feeling unsafe while biking, some respondents mentioned concerns about the safety of public transportation. Additionally, one respondent noted that they avoid carpooling due to their distrust of the driving abilities of other people.

## **2. Commute Trip Reduction Online Open House**

Following the online community member survey, Pierce County hosted an online open house that described what could be included in each section of the 2025–2029 CTR Plan and asked respondents to provide comments and additional input on commuting preferences and barriers. The survey, embedded in the online open house materials, attracted 238 respondents, 7 of which indicated living or working in DuPont. Key themes of the county-wide feedback provided are summarized below:

**Changes in Commuting Patterns:** Most respondents shared that, despite an increase in working from home, they have observed significant increases in congestion and travel time during their commutes, and several shared that there are more cars driving on side streets and through neighborhoods. Multiple respondents shared that they have observed that driving behavior has become more dangerous and they do not feel safe on the road when driving, biking, or walking. Many respondents noted that several bus routes have been eliminated or reduced, and remaining routes are more challenging to access.

**Public Transportation:** Several respondents expressed interest in expanded public transportation options, such as more frequent Sounder trains or access to light rail. Multiple respondents emphasized the importance of expanded service locations, routes, and times, as well as faster and more reliable service. They also noted a desire for more local service rather than a focus on regional travel. Additionally, respondents appreciated on-demand runner systems and transit cars that can be hailed by a smart phone app in areas where bus service is not available. Respondents would like to see transit services improved and expanded. Respondents also expressed a desire for infrastructure, such as benches or shelters, at bus stops.

**Active Mobility:** Multiple respondents cited the lack of safe bicycle and pedestrian infrastructure as a deterrent to choosing bicycling or walking, noting they would like to see dedicated, protected bicycle lanes and more sidewalks.

**Safety:** In addition to safety improvements for pedestrians and bicyclists, respondents expressed safety concerns for transit riders, noting the presence of crime and drug use on buses. Others emphasized the need for an overall shift toward prioritizing people over cars, advocating for policies and infrastructure to support pedestrians, cyclists, and public transportation riders.

**Performance Metrics:** Asked to share their thoughts on selecting CTR performance metrics, respondents expressed a preference for jurisdictions to consider their local transportation needs and set realistic, impactful goals. This could include considering environmental factors and integrating low-carbon targets.

### 3. Draft Pierce County CTR Plan Public Comment Period and Questionnaire

The County made its draft *Pierce County Commute Trip Reduction Plan, Four-Year Plan: 2025–2029* available for public comment between August 5 and 25, 2024. At the same time, the County released a questionnaire on its [Ride Together Pierce website](#) to help gather comments on the draft plan. The questionnaire asked respondents to provide their place of residence and where they work as well as feedback on the four plan sections: Benefits of CTR; Performance Targets, Services and Strategies; Alignment with Plans; and Engagement. A final question asked for any additional comments the respondent might want to provide. These results were considered in developing DuPont's CTR Plan.

**Benefits of CTR:** The most common suggestions related to requests for additional services, infrastructure, and practices, followed by comments expressing approval of or support for the section or plan. In this section, commenters also suggested cooperative regional land use and transportation planning, requiring traffic impact statements for developers, and facilitating ride-share and cycling adoption with in-person events.

**Performance Targets:** Many comments expressed approval of or support for the section or plan. Some commenters provided suggestions, such as adding performance targets that focus on peak commute hours; and some shared criticisms, such as suggestions that the targets are unrealistic for residents who have multiple reasons to drive for their commute and that the plan itself was too long and confusing.

**Services and Strategies:** The most common comment themes include concerns about and suggestions for improving safety (especially cycling safety in Tacoma) followed by comments expressing approval and understanding of the section. Suggestions on perceived gaps and suggested additions to service covered a large cross section of topics, including encouraging more flexible systems such as work and daycare hours for workers and fostering more interagency coordination for commuters who cross county lines.

**Alignment with Plans:** Many of the comments expressed approval of and support for the section. Suggestions for additions included requests to add more transit service and accelerate the schedule for providing Sounder service, as well as making the incentives more accessible to commuters in addition to providing incentives.

**Engagement:** While many of the comments expressed approval for this section, perceived gaps included respondents' feelings that some communities had not experienced enough outreach or that the plan summary did not reflect certain comments or topics.

**General Comments:** For most sections of the CTR Plan, an average of more than 10 percent of respondents provided positive comments or expressed approval of the section or plan. The comments about plan contents may point to the need to adopt more plain-language standards for all transportation planning materials. The most frequently expressed needs were for more incentives, more accessible benefits, more transit routes (particularly in DuPont) and greater frequency, more coordination among agencies, and improved safety, particularly for cyclists.

### 4. Employer Workshop

The employer workshop brought together major employers to discuss and enhance the development of Pierce County's CTR Plan and the CTR plans of CTR-affected cities in Pierce County. This engagement centered around understanding current challenges, sharing best practices, and

identifying strategies to encourage sustainable commuting methods among employees. Key themes of the feedback collected during this workshop are captured below.

### **Infrastructure and Accessibility**

- **Time and Convenience Issues:** Public transit is perceived as taking significantly longer than driving. This perception, combined with the availability of free parking, makes transit use less attractive.
- **Nontraditional start times and safety concerns:** Employees who start their shifts very early in the morning or end late at night face more barriers to using transit, ride-share, or active transportation modes.
- **Lack of Active Transportation Infrastructure:** Current infrastructure inadequately supports bicycling and walking, with safety concerns being a major barrier.

### **Remote Work Impact**

- **Reduced Need for Commuting:** The rise in remote work has decreased the number of employees commuting regularly, affecting traditional CTR efforts.

### **Incentives and Employee Engagement**

- **Low Incentives for Transit Use:** The availability of free parking diminishes motivation for employees to choose alternative commuting methods.
- **Challenges with Employee Buy-In:** Engaging employees and shifting their commuting habits remains a challenge, with employers seeking better incentives to increase participation.
- **Awareness of Incentives:** There is a lack of employee knowledge about available programs such as Emergency Ride Home and other CTR benefits.

### **Cultural and Organizational Shifts**

- **Need for Internal Support:** Effective CTR plans require strong internal support and policies that encourage sustainable commuting methods, highlighting the importance of organizational commitment to these initiatives.

## **5. Transit Agency Outreach/Interviews**

**Sound Transit** shared that working with employers is a key strategy to develop successful CTR strategies. For instance, negotiating reasonable transit pricing with the ORCA Passport Program can be very impactful, as it can incentivize people to shift to transit without a massive added cost. Building these connections relies on enhanced marketing and partnering with jurisdictions and organizations, such as Downtown On the Go, to better reach employers. Staff also provided the following details on ridership:

- With the rise in remote work, commuting peaks are lower on Monday and Friday and higher Tuesday through Thursday. Peaks overall are broader throughout the day and on the weekend, particularly for large events.
- Ridership was least impacted during the pandemic on the 574 (Lakewood, Tacoma, Airport) route, indicating a high proportion of essential workers along that route.

## **6. Tacoma-Pierce County Health Department Interview**

- Exposure to low air quality is higher in communities divided by highways and other heavily traveled roads.
- Speeding on multilane roadways is a major safety issue and can be difficult to manage on a local level.
- Pierce County is under-resourced for public transit. Expanding service, investing in more complete streets and first/last mile programs, and constructing and improving sidewalks—particularly near libraries, schools, and other similar facilities—is important to make transit a more accessible choice.
  - This is especially important for people using mobility devices who may rely on public transit. Most municipalities have a budget for sidewalk improvement requests from people using mobility devices, but often the budgets aren't fully utilized.
- Weather, distance, and geographic features such as hills can be barriers to choosing active mobility options.
- There are not enough protected or connected bike lanes. Glass and debris on major roadways can further deter people from choosing to ride their bicycles.
- Accessing childcare is a widespread barrier to choosing non-drive-alone modes.
- There is a lot of free parking in Pierce County which makes driving seem like an economical and easy choice.

## **7. Pierce County Transportation Advisory Commission CTR Plan Presentation**

### **What would make commuting easier? What should the CTR program consider doing?**

- Create transportation hubs in low-income or historically disadvantaged communities with free options—such as bike-sharing and scooters—and focus on connecting people to public transportation.
- Work to connect nearby (CTR-affected and non-CTR-affected) employers using carpool/vanpool options.
- Improve bike infrastructure; focus on routes with lower traffic speeds.
- Increase public transit, provide more direct routes, and offer door-to-door van service to bridge gaps.
- Pay for vanpool and provide vehicles for employee use in case of emergency.
- Improve minimum requirements for CTR-affected employers (e.g., subsidized ORCA cards, staggered work schedules, and telework options).
- Analyze traffic data near major employers and synchronize intersections to reduce congestion.
- Add schools to the CTR program.

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

- The City of DuPont works with Ride Together Pierce to implement their CTR Plan. Pierce County collected comments at several community events during 2022 and 2023. At these events, people said that Pierce County should offer [transit] vouchers for low-income, disabled,

homeless, and vulnerable community members; provide carpooling incentives; encourage residents to walk, bike, and carpool to destinations; and provide outreach classes and information in Spanish. To help support these interests, Ride Together Pierce will:

- Make ORCA cards loaded with transit fares available at community events and for CTR-affected employers to hand out to employees.
- Encourage the use of sustainable modes of transportation by providing information on the Ride Together Pierce website, including first-time rider guides; marketing sustainable alternative transportation campaigns with incentives; offering training opportunities such as bicycle classes, bicycle skills courses, and transit field trips; promoting a bicycle buddy matching program; and working with employers to provide translated materials.
- Respondents to the spring 2024 Community Survey shared interest in programs focused on bike safety education and safe route planning, financial incentives, gifts or reward programs, help forming carpool groups, and options to work from home. To help support these interests:
  - Pierce County will look for funding opportunities for additional incentives to those offered with mode campaigns and providing free ORCA cards loaded with transit fare.
  - Pierce County will promote partner incentive programs such as the occasional vanpool formation incentives offered by transit agencies.
  - Pierce County will promote its online telework toolkit to businesses and school career centers.
- The preferred sustainable transportation modes as reported in the spring 2024 open house survey were to ride the city or regional bus, ride a bicycle, walk or use a mobility device that rolls or a scooter or skateboard, and work from home. To help support these modes Pierce County will provide:
  - **Transit ridership:** transit fare and ORCA cards, transit training, classes, or field trips.
  - **Bicycling:** bicycle classes, skills course training, bike rides, bicycle buddy ride-share matching, support or safety gear such as reflective gear or tire repair kits, transit fare to combine bicycling and transit for longer trips.
  - **Walk or use a mobility device that rolls or a scooter or skateboard:** provide opportunities to receive support or safety gear such as reflective gear and umbrellas or transit fare to combine walking and transit for longer trips.
  - **Work from home:** online telework toolkit for businesses, managers, and teleworkers.
- The top barriers to sustainable transportation modes as reported in the spring 2024 open house survey were the lack of transit availability, that transit takes too long, and concerns about safety while riding transit. The secondary barriers reported included that riding a bicycle feels unsafe and that people feel their commute is too long for riding a bicycle. To help address these barriers, Pierce County will:
  - Share with transit agencies the valuable comments received from the CTR Plan outreach and engagement process and collaborate with transit agencies
  - Provide transit riding classes and field trips to help grow rider confidence.
  - Address rider safety concerns by providing transit agency safety information to commuters.



- Goal T-12.2 of the 2024 Comprehensive Plan endorses the concept of complete streets, which promotes roadways that are safe and convenient for all users, and new Goal T-12.7 prioritizes developing a safe, connected network of active transportation facilities that allows for access to centers and community destinations.<sup>5</sup>
- Goal T-16.8 of the 2024 Comprehensive Plan encourages placement of transit shelters that are well lit and clearly visible.<sup>6</sup>

## 27. Vulnerable Populations Considered

Staff identified vulnerable populations using the [Washington Environmental Health Disparities](#) map and [Pierce County's Equity Index](#) and through interviewing organizations providing services to the community. The highest environmental health disparity<sup>7</sup> scores and lowest equity index scores<sup>8</sup> are most prevalent along the I-5 corridor. Further, according to the Equity Index, DuPont ranks very low for Walkable Streets, Access to Healthy Foods, and Vehicle Access. These findings suggest that residents in DuPont are significantly impacted by its lack of public transportation. DuPont's location adjacent to I-5 also means its proximity to heavy roadways is in the High category. Due to DuPont's small size, the city has incorporated feedback from the Tacoma-Pierce Health Department to understand and address impacts to vulnerable populations.

## 27. Engagement Focused on Vulnerable Populations

### a. Who did we talk to?

Tacoma-Pierce County Health Department

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

- Interview with TPCHD staff: 4/1/2024

### c. What did they have to say?

Tacoma-Pierce County Health Department Interview

TPCHD staff shared that low air quality near highways and other heavily traveled roads, dangers from speeding on multilane roads, and lack of public transit services and first/last mile amenities (such as sidewalks) contribute to a variety of health risks for nearby communities. Further, they shared that weather, distance, and geographic features such as hills are common barriers in Pierce County to choosing active mobility modes. Further barriers to biking include the limited number of safe, well-connected bike lanes and the presence of glass and debris on arterial roadways. Accessing childcare is another widespread barrier to choosing non-drive-alone modes, as families making multiple stops are often less likely to carpool, vanpool, take public transit, or rely on active mobility.

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<sup>5</sup> Transportation Draft Element, 2024 Comprehensive Plan p. 8.

<https://www.piercecountywa.gov/DocumentCenter/View/133292/Transportation-Draft-Element-and-Technical-Appendix>

<sup>6</sup> *Ibid* p. 11

<sup>7</sup> Washington Environmental Health Disparities Map. <https://doh.wa.gov/data-and-statistical-reports/washington-tracking-network-wtn/washington-environmental-health-disparities-map>

<sup>8</sup> Pierce County Equity Index. <https://www.piercecountywa.gov/7938/Equity-In-Decision-Making#equityindex>

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

The employees that participated in the Employee Transportation Coordinator Network Event and respondents to employer interviews made the following suggestions:

- Keep providing promotional materials, templates, and campaigns.
- Continue offering training opportunities for ETCs.
- Share information on how other employers are supporting CTR.
- Increase the vanpool fleet and provide more assistance for ride-share matching and vanpool formation.
- Add earlier and later transit services.
- Expand the Emergency Ride Home service to better help those working early or late shifts.
- Provide more subsidies for bike racks, helmets, walking shoes, and ORCA cards.
- Provide more information about the environmental benefits of CTR to encourage more people to participate.
- Provide more safety tips for riding transit, carpooling, and riding bicycles.
- Add secure on-site bike parking to the bicycle map.
- Include QR codes on printed materials, especially posters for employee break rooms.
- Reach out to tribes to learn elder and veteran transportation needs and to collaborate on siting new transit and rail routes.

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

Countywide engagement focused on vulnerable populations revealed themes relevant to DuPont's CTR plan updates. One common theme cited was a need for improved facilities for bicyclists and pedestrians, to reduce vehicle commute trips. The City's 2024 Comprehensive Plan Update will address this by instituting development impact fees to direct investment toward a safe and complete multimodal transportation network. Another theme reiterated was the County's limitations in public transit. These insights have been shared with Sound Transit, Intercity Transit, and Pierce Transit.

# Regional Transportation Planning Organization CTR Plan Review

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The City of Dupont provided the 2025-2029 CTR Plan to Puget Sound Regional Council (PSRC) for review on [date].

PSRC Comments: [Insert text here.]