

Vail Town Council Action Plan

	GOAL	MILESTONES	TIMEFRAME	LEAD & TEAM
CREATE A STRONG COMMUNITY AND AFFORDABLE HOUSING OPPORTUNITIES	<p>By 2027, the Town of Vail will have acquired 1,000 new deed restricted homes, bringing the total number of deed restrictions to 1,688.</p>	<p>Strategy: Build an additional 661 homes in Vail and partner in regional housing projects to add to the 343 deed restricted homes that have been created since 2017.</p> <ul style="list-style-type: none"> • Complete the 302-unit (210 net new homes) housing development at Timber Ridge by 2026 • Complete the 268-unit development at West Middle Creek by 2027 • Create 25 new homes at the East Vail CDOT parcel • Purchase another 10 homes for TOV employees • Incentivize the construction of another 40 privately owned deed restricted homes 	<p>Q4, 2026</p> <p>Q4, 2027</p> <p>Q4, 2027</p> <p>Q4, 2027</p> <p>Ongoing</p>	<p>LEAD Jason Dietz</p> <p>TEAM</p> <ul style="list-style-type: none"> • Russ Forrest • Martha Anderson • Missy Johnson • Carlie Smith
	<p>By 2029, the Town of Vail will have expanded upon the continuum of housing through an increase in the diversity of home types, thereby ensuring Vail’s local workers have access to a mix of housing opportunities.</p>	<p>Strategy: Participate fully in the housing assessment and implementation plan which will identify housing needs across the continuum.</p> <ul style="list-style-type: none"> • Complete the 2024 housing assessment which will identify housing needs across the continuum (AMI’s, seasonal, long-term rental, entry level for sale, family housing, and retirement homes) • Prioritize and align the specific housing needs to the new development and/or re-development opportunities within the town to create those specific housing types identified in the assessment. • Identify the best strategies to meet the towns needs and approve the assessment and the selected strategies to be implemented <p>Strategy: Protect and preserve the existing housing stock.</p> <ul style="list-style-type: none"> • Streamline compliance/enforcement process to more effectively keep units in compliance and create a scalable process to meet future growth • Continue and expand Vail Indeed to acquire more deed restrictions on market units across the continuum 	<p>Q4, 2024</p> <p>Q1, 2025</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>LEAD Jason Dietz</p> <p>TEAM</p> <ul style="list-style-type: none"> • Russ Forrest • Martha Anderson • Missy Johnson
	<p>By 2033, double the supply of deed restricted homes from 1,034 to 2,370</p>	<p>Strategy: Participate in regional housing partnerships for new workforce housing developments.</p> <ul style="list-style-type: none"> • Partner with the Town of Avon, State Land Board and Eagle County on the future workforce housing planning 	<p>Q2, 2026</p>	<p>LEAD Jason Dietz</p> <p>TEAM</p>

	<p>for our year-round and seasonal Vail workers through a collaborative and regional approach while also increasing the permanent population by 2%.</p>	<p>and projects to meet the needs identified within the housing needs assessment</p> <ul style="list-style-type: none"> • Re-imagine Vail Indeed to cast a wider net and increase participation for deed restriction acquisitions <p>Strategy: Explore changes in town’s regulatory and funding environment for housing.</p> <ul style="list-style-type: none"> • Consider making additional recommendations for administration changes for regulatory environment for housing • Work with Finance and the STR team to re-consider implementing STR impact fees to fund housing as outlined in 2022 Nexus Study • Continue to review development fees • Maximize Prop 123 and other state funding opportunities • Review department standards, review processes, and design guidelines for workforce housing projects <p>Strategy: Incentivize new developments or existing homes to converted to deed restriction status.</p> <ul style="list-style-type: none"> • Continue strategic land purchasing to increase density • Continue with West Vail overlay and commercial zoning changes, opportunities, and incentives • Consider the East Vail CDOT parcel an opportunity to apply the new CH1 zoning 	<p>Q1, 2025</p> <p>Q3, 2025</p> <p>Q4, 2024</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<ul style="list-style-type: none"> • Russ Forrest • Tom Kassmel • Matt Gennett • Carlie Smith
	<p>By 2027, Vail will increase commercial opportunities for local businesses that provide goods and services by 10% as measured by commercial square footage.</p>	<p>Strategy: Create a current state assessment of commercial space by zone district.</p> <ul style="list-style-type: none"> • Review each commercial zone district in Vail and consider modifying to allow for additional or different commercial uses. <p>Strategy: Define, retain and champion “Local Business.”</p> <ul style="list-style-type: none"> • Define “local businesses” and target industries. • Identify local businesses with owners close to retirement, tie to local entrepreneurs looking to purchase local business <p>Strategy: Attract new businesses to Vail and keep institutional businesses in Vail.</p>	<p>Q1, 2025</p> <p>Q2, 2025</p> <p>Q4, 2025</p>	<p>LEAD Mia Vlaar Matt Gennett</p> <p>TEAM</p> <ul style="list-style-type: none"> • Abby Oliveira • Jeremy Gross • Amanda Zinn • Liz Gladitsch • Heather Knight • VCBA • VVP

		<ul style="list-style-type: none"> • Complete a Resource Guide for attracting commercial businesses • Working with partners, begin dedicated sales and marketing effort to increase opportunities to bring new commercial business to Vail • Identify a list of potential new or existing businesses to attract • Continue with implementation of the new Community Mixed Use zone district and recommendations from the West Vail Master Plan to increase commercial sq ft in West Vail Commercial by 10%+ 	<p>Q1, 2026</p> <p>Q4, 2026</p> <p>Q1, 2026</p> <p>Ongoing</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">SUPPORT OUR WORKFORCE</p>	<p>By December 2025, working with our partners, Vail's workforce will have access to leadership training, mentorship, and entrepreneurial skills development, as evidenced by the number of new businesses created.</p>	<p>Strategy: Evaluate interim opportunities for community programming during development and analysis of full Leadership Program.</p> <ul style="list-style-type: none"> • Compile list of current leadership and entrepreneurial resources (VVP, NWCOG, CMC, etc.) • Create sponsorship or scholarship funding for attendance in available programs <p>Strategy: Share TOV training developed as part of the "Customer Service" goal with the larger community.</p> <ul style="list-style-type: none"> • Share brightest and best ideas with the community. • Tailor front line supervisor training to other local businesses • Maximize current programs (PrimaVail, etc.) • Integrate with the Seamless Experience goal for peer resort / best practices before summer and winter 2026 seasons 	<p>Q2, 2025</p> <p>Q3, 2025</p> <p>After TOV Q4, 2025</p> <p>Prior to season start Q3, 2026</p>	<p>LEAD Krista Miller Mia Vlaar</p> <p>TEAM</p> <ul style="list-style-type: none"> • Kathleen Halloran • Beth Cornwell
	<p>By 2029, 95% of our workforce has access to information about healthcare coverage, behavioral health resources, and other resources.</p>	<p>Strategy: Develop an inventory of available resources for healthcare, health insurance and behavioral health.</p> <ul style="list-style-type: none"> • Work with all pertinent community partners to create a compressive inventory and centralized repository (cross-reference and include behavioral health resources from next goal) for accurate, up-to-date resources <p>Strategy: Educate employees and local business owners and employees on available resources.</p> <ul style="list-style-type: none"> • Develop budget proposal for marketing and materials. 	<p>Q4, 2024</p> <p>Q4, 2024</p>	<p>LEAD Krista Miller</p> <p>TEAM</p> <ul style="list-style-type: none"> • Gabi Avila • Beth Cornwell • Ryan Kenney

		<ul style="list-style-type: none"> • Host partner meeting(s) to create educational plan • Create educational materials • Begin delivery of materials to local businesses and employees 	<p>Q1, 2025 Q3, 2025 Q1, 2026</p>	
	By 2029, working with our partners, expand the current employee behavioral health assistance programs for Vail's workforce and provide timely access to care.	<p>Strategy: Create resource list for behavioral health services.</p> <ul style="list-style-type: none"> • Identify resources available within local community (Hope Center, Eagle County Health and Human Services, EVBH) • Create a consolidated resource list by service type • Develop a communication plan to appropriately disseminate a consolidated resource list for behavioral health service for Vail residents and employees • Include behavioral health resource information in healthcare/health insurance resource education (cross reference above goal) • Assess need for further resources, identify gaps in services within community 	<p>Q4, 2024 Q1, 2025 Q3, 2025 Q2, 2026</p>	<p>LEAD Krista Miller</p> <p>TEAM</p> <ul style="list-style-type: none"> • Lachlan Crawford • Mike Bindle • Michael Trujillo • Beth Cornwell
	By 2029, parents/caregivers working in Vail needing childcare have access to affordable childcare located where they need it, measured by a reduction in waitlist numbers at Vail childcare facilities.	<p>Strategy: Assess need for school-age care (after-school and summer) for Vail's workforce.</p> <ul style="list-style-type: none"> • Compile inventory of school-age programs and camps • Convene stakeholders to identify gaps and ability to fill gaps • Evaluate TOV role in supporting access to care for school-age programs <p>Strategy: Quantify need for Early Childhood Education (ECE) spaces.</p> <ul style="list-style-type: none"> • Inventory services currently available by age (infant, toddler, preschool) • Use available resources to conduct demand analysis by age to understand the gap in inventory vs. need <p>Strategy: Evaluate potential opportunities to expand capacity for ECE spaces.</p> <ul style="list-style-type: none"> • Assess barriers to in-home licensed care • Research options for incentivizing development of new ECE spaces and on-site care for employers 	<p>Q1, 2025 Q2, 2025 Q1, 2026 Q1, 2025 Q4, 2025 2026/2027 2026/2027</p>	<p>LEAD Krista Miller</p> <p>TEAM</p> <ul style="list-style-type: none"> • Mia Vlaar • Carlie Smith • Beth Cornwell • Jeremy Gross

		<ul style="list-style-type: none"> Evaluate opportunities for TOV financial assistance for new or expanded childcare facilities <p>Strategy: Provide support for ECE workforce and working families to ensure sustainability of services.</p> <ul style="list-style-type: none"> Provide tuition assistance program for Vail's workforce to lessen the affordability gap Evaluate ECE workforce support opportunities such as housing assistance, Vail based incentives, or teacher development grants 	<p>Q1, 2025</p> <p>Q4, 2024</p> <p>Q4, 2025</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"> PROVIDE AN AUTHENTIC VAIL EXPERIENCE </p>	<p>By 2027, Vail will create/enhance 1 to 2 showstopper, unique events in the winter and summer seasons which are consistent with the authentic Vail vibe.</p>	<p>Strategy: Review existing events and identify new event opportunities including theme, timeframe, partners and scale.</p> <ul style="list-style-type: none"> Define the Authentic Vail Vibe to guide the process Meet with decision makers in Vail Resorts about feasibility of a collaborative showstopper winter event Brainstorm event with AEG partners to narrow criteria Create an assessment/inventory of locations and available dates where music or other activities could take place. Develop proposal for one summer and one winter showstopper event to share with council <p>Strategy: Identify and pitch recommended winter event and summer event showstoppers</p> <ul style="list-style-type: none"> Solidify key partnerships for each event Explore potential new funding opportunities and solutions with partners Soft launch events in 2026 	<p>Q4, 2024</p> <p>Q4, 2024</p> <p>Q1, 2025</p> <p>Q1, 2025</p> <p>Q2, 2025</p> <p>Ongoing</p> <p>Q1, 2025</p> <p>Q1, 2025</p> <p>Q2, 2026</p>	<p>LEAD Mia Vlaar Jeremy Gross</p> <p>TEAM</p> <ul style="list-style-type: none"> Liz Gladitsch Abby Oliveira Greg Schwartz Kathleen Halloran Jeff Babb Rob Sharpe Jeff Wiles AEG VVF
	<p>By 2029, Vail will create a seamless, vibrant, inclusive experience as people move from the mountain into town and from the town onto the mountain. They will be enticed and welcomed by programming.</p>	<p>Strategy: Promote purposeful collaboration between Vail Resorts, the Town of Vail and local businesses.</p> <ul style="list-style-type: none"> Prior to both the winter ski season and the summer season, starting with winter 2024, hold a joint meeting with Vail Resorts, the Town, and local businesses to identify common themes and goals to operate seamlessly Identify common core values of Vail to create shared values that translate into vibrant and seamless experiences 	<p>Q3, 2024</p> <p>Q2, 2025</p>	<p>LEAD Mia Vlaar</p> <p>TEAM</p> <ul style="list-style-type: none"> Russ Forrest Jeremy Gross Liz Gladitsch Jamie Leaman-Miller Dan Brown Heather Knight Greg Roy

		<p>Strategy: Integrate customer service.</p> <ul style="list-style-type: none"> • Revamp, revitalize, and rename the PrimaVail program • Implement an initiative that integrates TOV's customer service plan with Vail Resorts and other Vail businesses • Create a similarity in appearance for all Vail employees to show inclusivity with a soft rollout the summer of 2026 <p>Strategy: Create vibrant programming in enhanced physical spaces.</p> <ul style="list-style-type: none"> • Research and design areas for people to linger in targeted beneficial portal spaces in collaboration with Vail Resorts and adjacent businesses with thematic consistency <p>Strategy: Ensure the experience begins anywhere in the valley.</p> <ul style="list-style-type: none"> • Create village service mapping from the customer's perspective. This includes signage, transit, business interactions, traffic, etc. 	<p>Q4, 2026 Q1, 2027</p> <p>Q3, 2025</p> <p>Q2, 2026</p> <p>During 2026-2027 ski season</p>	<ul style="list-style-type: none"> • Abby Oliveira • Beth Howard • Kris Widlak • Amanda Zinn • Kathleen Halloran • Public Works
	By June 2025, modify Town codes to support vibrancy (special events, live entertainment, nightlife).	<p>Strategy: Promote vibrancy in Vail.</p> <ul style="list-style-type: none"> • Schedule a focus group with VEAC to discuss ideas to increase vibrancy in the villages intended to benefit local businesses • Based on feedback and possibilities, propose changes to the Town Code to increase vibrancy, including busking, festival permitting, business licensing, etc. <p>Strategy: Create awareness and education for businesses.</p> <ul style="list-style-type: none"> • Create a local business "one-sheeter" focused on what businesses can do to extend their footprint and further serve their customers 	<p>Q3, 2024</p> <p>Q2, 2025</p> <p>Q1, 2025</p>	<p>LEAD Matt Gennett Stephanie Kauffman</p> <p>TEAM</p> <ul style="list-style-type: none"> • Mia Vlaar • Jeremy Gross • Carlie Smith • Matt Mire
	By 2027, 70% of individuals under 40 will state "Vail is a kickass place" as measured by the net promoter score.	<p>Strategy: Define how we measure success and identify a baseline.</p> <ul style="list-style-type: none"> • Evaluate existing survey results to determine how to measure "Vail is a Kickass Place" • Launch "Kickass" incorporated survey questions to traditional surveys and launch non-traditional channel(s) 	<p>Q3, 2024</p> <p>Q4, 2024</p>	<p>LEAD Mia Vlaar</p> <p>TEAM</p> <ul style="list-style-type: none"> • Abby Oliveira • Jeremy Gross • Liz Gladitsch • Kris Widlak • Kari Mohr

		<p>Strategy: Evaluate and react to feedback and recommended next steps.</p> <ul style="list-style-type: none"> Present findings of initial survey regarding “Vail is a Kickass Place” and quality feedback from respondents to Town Council <p>Strategy: Continue winter and summer survey and report results. Take needed action.</p> <ul style="list-style-type: none"> Ongoing: Present yearly winter and summer survey results to Council 	<p>Q2, 2025</p> <p>Ongoing</p>	<ul style="list-style-type: none"> Diana Ramirez
	<p>By 2025, the Town of Vail municipal government will provide excellent customer service through clear definitions, measurements, and reporting.</p>	<p>Strategy: Define what excellent customer service looks like; why is Vail “Vail”?</p> <ul style="list-style-type: none"> Develop a written description of the “big picture” Town of Vail culture including the Town’s values and customer service principles Develop a written plan for implementation of the Customer Service Plan <p>Strategy: Involve employees in implementing the Customer Service Plan.</p> <ul style="list-style-type: none"> Weave culture and empowerment into performance reviews Develop a frontline supervisor course to set supervisors up for success in their position and train the “Vail Experience,” held annually or semi-annually for new supervisors. By Summer 2025, begin holding these supervisor trainings In partnership with HR, weave in the written culture and customer service principles into the town’s new internal leadership program Identify methods for sharing the written description of the Town culture through a Communication Plan. As part of the plan, create an employee “brand” and use our culture definition as a foundational tool; demonstrate the way we do things Create a method for the sharing of stories to illuminate culture. Celebrate and reward employees Create a living document for employees to be able to reference customer service ideas and track idea status 	<p>Q1, 2025</p> <p>Q2, 2025</p> <p>Q4, 2024</p> <p>Q1, 2025</p> <p>Q1, 2025</p> <p>Q3, 2025</p> <p>Q3, 2025</p> <p>Q1, 2026</p>	<p>LEAD Kathleen Halloran</p> <p>TEAM</p> <ul style="list-style-type: none"> Carlie Smith Greg Hall Jason Dietz Kris Widlak Krista Miller Kristen Bertuglia Mark Novak Matt Gennett Mia Vlaar Russ Forrest Ryan Kenney Stephanie Kauffman TJ Johnson Kim McNally

		<p>Strategy: Develop an ongoing and systematic evaluation of customer service performance.</p> <ul style="list-style-type: none"> Utilize current metrics including the community survey, business survey, Wi-Fi survey, net promoter score and others to gather feedback. Ensure resident, guest and employee ideas are acknowledged, responded to, and tracked Develop a method or tool to gather more regular and ongoing feedback from the community Develop an internal survey to be completed annually for support and administrative departments Create a dashboard so employees and the community can see the feedback we're receiving for both customer perceptions and actual measurements 	<p>Ongoing</p> <p>Q4, 2025</p> <p>Q3, 2025</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">TRANSPORTATION</p>	<p>By 2029, people who live, work, and recreate in Vail use Core Transit and Town of Vail Transit as their preferred method of transportation as evidenced by a reduction in the percentage of vehicles parking in Vail Village and Lionshead Parking Structures that originate from Eagle County from 72% to 50%. More Specifically reducing the percentage of parked vehicles</p>	<p>Strategy: Tie greenhouse gas reduction goals to the parking reduction goal.</p> <ul style="list-style-type: none"> Compare the two metrics and determine similarities/differences <p>Strategy: Create a communication and marketing plan for bus system use and alternate means of mobility for locals, second homeowners and visitors.</p> <ul style="list-style-type: none"> Create a simple marketing plan encouraging bus use in for winter 2024 Develop a robust, on-going marketing campaign for subsequent years <p>Strategy: Increase bus service and efficiency.</p> <ul style="list-style-type: none"> Complete the current transit route/frequency study to review current service levels and seek opportunities to enhance additional service through route efficiencies Provide complimentary increased service levels as additional parking management strategies are implemented 	<p>Q2, 2025</p> <p>Winter 2024</p> <p>Q4, 2025</p> <p>Q2, 2025</p> <p>2025 & Ongoing</p>	<p>LEAD Tom Kassmel</p> <p>TEAM</p> <ul style="list-style-type: none"> Stephanie Kashiwa Chris Southwick Kris Widlak Jordan Winters Greg Hall Beth Markham Alex Jakubiec

	<p>which start their day in Vail from 32% to 20%; and reducing the percentage of parked vehicles which begin their day in Eagle County but outside of Vail from 40% to 30%.</p>	<ul style="list-style-type: none"> • Make recommendations for servicing the significant number of new residents expected with the housing projects proposed along the North Frontage Road when the units are anticipated for completion <p>Strategy: Incentivize bus use.</p> <ul style="list-style-type: none"> • Expand Sole Power to Sole Power+ to incentivize bus use • Continue implementation of additional shelter and safety improvements <p>Strategy: Revisit parking policy.</p> <ul style="list-style-type: none"> • Continue to use managed parking policies to drive desired results, using the Parking & Mobility Task Force to monitor the data and progress and make recommendations • Review summer 2024 data of free Core Transit service and compare before and after, then develop a plan to achieve the results needed for Vail and Eagle County locals to reach the goal • Repeat review after the winter season 2024-2025 and determine what further actions are needed to achieve the established goal <p>Strategy: Prioritize and begin design of the projects identified in the recently adopted GoVail 2045 Mobility Plan.</p> <ul style="list-style-type: none"> • Prioritize projects as part of the upcoming capital budget process • Design top prioritized projects and begin to seek grant funding opportunities • Continue to identify improvements to bus shelters, lighting and waking routes to enhance the commuting experience for pedestrians and bus users • Provide additional enhancements for bike and e-bike commuters with bike lockers, charging opportunities and wayfinding 	<p>Q2, 2025</p> <p>Q4, 2025</p> <p>2024-2027</p> <p>Ongoing</p> <p>Q1, 2025 & Ongoing</p> <p>Q3, 2025 & Ongoing</p> <p>Q4, 2024</p> <p>2025-2029</p> <p>Ongoing</p> <p>2027-2028</p>	
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ENVIRONMENTAL
SUSTAINABILITY

By 2029, Gore Creek achieves passing multi-metric index (MMI) insect scores, consistent with CDPHE requirements to no longer be listed as a 303(d) impaired waterway reducing the near-term risk of losing the gold medal fishery status.

Strategy: Relaunch “Restore the Gore” education and outreach campaign.

- Revamp and relaunch revised Restore the Gore campaign, with targeted campaigns for full-time residents, second homeowners, internal staff, seasonal employees, landscape and construction professionals

Q4, 2025

Strategy: Improve stormwater infrastructure and operational activities ensuring the town employs and encourages best management practices to prevent, capture and treat pollution.

- Identify, remove, and replace non-functional turf with native vegetation on town property
- Increase participation in public/private cost share program (Project Re-Wild) to incentivize the removal of turf grass and replace with native vegetation on private property
- Adopt an internal town policy for the procurement, storage, and use of landscape chemicals
- Increase the installation of pollution catchment devices (gutter bins or similar) to 50% of town storm drains
- Label all town storm drains to indicate drainage to the creek

Q4, 2026

Q3, 2025

Q3, 2025

Q4, 2025

Q4, 2026

Strategy: Advance statewide policy, update Town regulation and increase enforcement to ensure compliance with existing laws and broaden the ability of the Town to reduce pesticide impacts on Gore Creek.

- Work with Code Enforcement and Police Department to achieve 100% compliance, increasing consistent enforcement of existing town regulations including stream setbacks, stream tract encroachments, stormwater illicit discharge
- Formulate a network of communities to advocate for amendment of statewide pesticide regulations, work with lobbyist
- Develop a comprehensive stormwater management program

Q1, 2026

Q1, 2027

Q3, 2027

Strategy: Implement site specific infrastructure and research projects.

LEAD
Kristen Bertuglia

TEAM
• Pete Wadden
• Tom Kassmel
• Gregg Barrie
• Charlie Turnbull

		<ul style="list-style-type: none"> • In partnership with Colorado State University, determine feasibility of a comprehensive pesticide monitoring program for Gore Creek • Complete instream trout habitat enhancement project at eastern end of Ford Park • Develop comprehensive flood plain, vegetation, and chemical use master plan for the Vail Golf Club • Implement recommendations of the Vail Golf Club vegetation master plan 	<p>Q1, 2025</p> <p>Q4, 2025</p> <p>Q2, 2026</p> <p>Q3, 2026</p>	
	<p>By 2027, Vail and its partners have a cohesive wildlife/environmental plan that identifies Vail's role in sustaining ecosystem biodiversity in its various habitats.</p>	<p>Strategy: Complete the Vail biodiversity study.</p> <ul style="list-style-type: none"> • Complete the biodiversity study including inventory, land management, habitat improvement and policy • Bring partners together to present findings of the study and collaborate on next step recommendations • Utilizing the results of the biodiversity study and the Colorado Wildlife Roundtable to develop and release RFP for the plan <p>Strategy: Implement biodiversity/wildlife management plan.</p> <ul style="list-style-type: none"> • Identify a vendor/partner to begin work on cohesive wildlife and environmental management plan • Develop a cohesive wildlife and management plan and seek adoption by the Town Council • Develop habitat project design and plan for implementation of recommendations 	<p>Q4, 2024</p> <p>Q4, 2024</p> <p>Q4, 2025</p> <p>Q2, 2026</p> <p>Q4, 2027</p> <p>Q1, 2028</p>	<p>LEAD Kristen Bertuglia</p> <p>TEAM</p> <ul style="list-style-type: none"> • Beth Markham • Pete Wadden • Gregg Barrie • Paul Cada
	<p>Reduce 2014 baseline carbon emissions by 25% by 2025, 50% by 2030, and 80% by 2050 (for the entire Town of Vail community)</p>	<p>Strategy: Update Greenhouse Gas Emissions Goal Targets</p> <ul style="list-style-type: none"> • Update and review reduction targets as recommended by ICLEI for this goal to correctly use science-based target numbers <p>Strategy: Implement policies and programs that reduce emissions in the built environment such as net-zero buildings, construction and snowmelt.</p> <ul style="list-style-type: none"> • Complete townwide greenhouse gas emissions inventory • Adopt the International Energy Conservation Code with amendments for electric-preferred construction and Exterior Energy Offset Program, a policy to mitigate and 	<p>Q3, 2024</p> <p>Q4, 2024</p> <p>Q1, 2025</p>	<p>LEAD Kristen Bertuglia</p> <p>TEAM</p> <ul style="list-style-type: none"> • Beth Markham • Tom Kassmel • Cameron Millard • John King • Carlie Smith

		<p>offset energy use associated with new or replacement heated driveways, pools and spas</p> <ul style="list-style-type: none"> • Complete Phases 2-3 of the Civic Area Geothermal district design and begin construction • Begin design for Vail Village district geothermal system • Complete Investment Grade Energy Audit on town facilities and approve Energy Performance Contract construction package • Require electrification of new homes and buildings (in-lieu of new natural gas) <p>Strategy: Implement transportation and mobility programs to reduce emissions.</p> <ul style="list-style-type: none"> • Implement a car-share program. • Implement the town's Electric Vehicle Readiness Plan actions to reach 30% transition by 2030 • Expand Sole Power to Sole Power Plus, to include bus ridership, carpooling and green commuting incentives <p>Strategy: Achieve a townwide 50% waste diversion rate.</p> <ul style="list-style-type: none"> • Divert 80% of organics through town-wide compost program. • Convert residential waste collection to a single hauler. • Develop policy prohibiting single use plastics. • Divert 100% of all locally recoverable construction and demolition materials from the landfill <p>Strategy: Drive local, statewide, regional and national climate policy.</p> <ul style="list-style-type: none"> • Continue to leverage involvement with Colorado Communities for Climate Action (CC4CA) to influence climate policy statewide and where appropriate, on a national level <p>Strategy: Implement climate education, outreach and capacity building.</p> <ul style="list-style-type: none"> • Partner with the Climate Action Collaborative to continue external climate education campaigns. 	<p>Q4, 2026</p> <p>Q4, 2027</p> <p>Q2, 2026</p> <p>Q4, 2030</p> <p>Q3, 2025</p> <p>Q4, 2029</p> <p>Q4, 2025</p> <p>Q4, 2029</p> <p>Q4, 2026</p> <p>Q4, 2025</p> <p>Q4, 2029</p> <p>Ongoing</p> <p>Ongoing</p>	
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		<ul style="list-style-type: none">• Develop shared culture and create internal policy on climate-positive decision making in project and infrastructure decisions (i.e., net zero town facilities)		
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