Board of Supervisors Memorandum

October 21, 2025

Climate Action Plan for County Operations 2025 - 2030

Background

Pima County has a long-standing commitment to climate action, sustainability, and conservation. Since 2007, the County has deployed several Sustainable Action Plans for County Operations (SAPCO), and Board of Supervisors (BOS) resolutions underscoring climate action and sustainability measures by which the County will be held accountable. Each of the BOS directives and SAPCO plans have been completed, successfully transitioning the County to broaden its work to the next five-year Climate Action Plan.

On May 6th, 2025, the Pima County BOS adopted Resolution 2025-11 that set the framework for the 2025 – 2030 Climate Action Plan for County Operations (CAPCO). The 2025 – 2030 CAPCO retains the key priority areas identified and built upon during the SAPCO effort and incorporates adaptation and resilience measures to bolster our climate action. The resolution and the new plan also bolster our greenhouse gas emissions reduction effort to reduce our carbon emissions by 2030 to achieve Net Zero by 2050.

Climate Action Plan for County Operations 2025 – 2030

Within the proposed CAPCO, there are directives to continue to align with science-based greenhouse gas emissions reduction strategies and targets for County Operations, ensure that the SAPCO priorities are continued throughout the new 2025 – 2030 plan, and establish a new framework that comprehensively addresses mitigation, adaptation, and resilience tenants. The framework proposed is data-driven and representative of extensive planning and qualitative feedback gathering to identify powerful strategies that can be successfully implemented and measured.

Herein are priorities, goals, strategies and tactics that prompt action to protect against our pressing climate risks – such as extreme heat, drought, extreme weather, wildfire and carbon emissions. These priorities and strategies prepare our County to adapt to a changing climate, while prioritizing public health, social vulnerability, and economic vitality. The plan emphasizes direct action (and implementation strategies) to reduce Pima County's contributions to regional emissions. A rigorous emissions reduction goal for the upcoming five-years is included to align with the updated science-based target to reduce carbon emissions to 60% below 2021 levels by 2030.

This plan ensures that the original priorities of SAPCO – Carbon, Water, Landscapes, Materials and Workforce are represented in the CAPCO, with added expansion of adaptation measures such as Extreme Heat, Wildfire, and Invasive Species, and Climate and Community Resilience which includes climate and public health, workforce, economic impact, data and communication. This plan also demonstrates the correlation and connectivity of the chapters and associated benefits of implementation.

The plan architecture sets each priority by chapter using evaluative data to frame the priority, sets overarching core areas, performance targets and key performance measures and strategies by which key performance metrics will be implemented. These priorities are underscored by community input, input from the County's Climate Action Teams, regional partnerships, stakeholder engagement through the Priority Climate Action Plan process, and priorities of the BOS and County leadership.

The CAPCO aligns with other County-wide initiatives specifically, the County's 10-year Comprehensive Plan – Pima Prospers, Integrated Infrastructure Plan, Strategic Plan and BOS Policy E 36.2 (Prosperity Initiative), as these initiatives have climate priorities, and planning strategies incorporated into their framework.

The CAPCO embodies the County's commitment to climate action, regional climate priorities and critical action steps needed to achieve these goals.

Recommendation

I recommend the Board of Supervisors approve the proposed Climate Action Plan for County Operations (CAPCO) for 2025 – 2030.

Sincerely,

Jan Lesher
County Administrator

JKL/je - October 8, 2025

Attachment

c: Carmine DeBonis, Jr., Deputy County Administrator
Steve Holmes, Deputy County Administrator
Sarah Davis, Senior Advisor, County Administrator's Office

PIMA COUNTY

Climate Action Plan

for County Operations

2025-2030

pimacan!

CLIMATE ACTION NOW

OVERVIEW

PIMA COUNTY

Pima Climate Action Now! (PimaCan!) is Pima County's initiative focused on reducing regional impacts of climate change. It also aims to build long-term community resilience by helping residents, businesses, and ecosystems adapt to both current and future climate impacts.

Through collaboration across departments and with regional partners, PimaCan! integrates climate action into county operations, planning, and policies that advance sustainability, equity, and environmental stewardship across Southern Arizona.

ACKNOWLEDGMENTS

The 2025 – 2030 Climate Action Plan for County Operations (CAPCO) would not be possible without the steadfast support of the Pima County Board of Supervisors, the Pima County Administrator and Deputy County Administrators, and the leadership of Pima County Department Directors, key management teams, subject matter experts, liaisons, and sustainability stewards across the County.

This plan represents a demonstrated commitment to not only the predecessor of this plan - the Sustainable Action Plan for County Operations (SAPCO), and a two year planning period to expand the SAPCO into this five-year Climate Action Plan for County Operations. The collective effort demonstrates an enterprise-wide approach to climate action with interdisciplinary departments collectively designing the thoughtful approach to support the County's goals to reach Net Zero by 2050.

Participating Departments:

Pima County Administrator's Office

Pima County Department of Environmental Quality

Pima County Department of Facilities Management

Pima County Project Design and Construction

Pima County Regional Wastewater and Reclamation

Pima County Fleet Services

Pima County Department of Transportation

Pima County Regional Flood District

Pima County Natural Resources Parks Recreation

Pima County Development Services

Pima County Office of Emergency Management

Pima County Stadium District- Kino Sports Complex

Pima County School Superintendent's Office

Pima County Office of the Medical Examiner

Pima County Health Department

Pima County Community Workforce Development

Pima County Economic Development

Pima County Conservation & Land Resources

Pima County Information Technology

Pima County Communications

Pima County Attractions & Tourism

Pima County Grants Management & Innovation

Pima County Finance and Risk Management

Pima County Procurement

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At a glance

OVERVIEW

2025-2030 PLAN AT A GLANCE Climate Action Plan for County Operations Framework

This Climate Action Plan sets a framework based on long-standing commitment to climate and sustainability for Pima County – as a region, and through our operations. Herein are priorities, goals, strategies and tactics that prompt action to protect against our pressing climate risks – such as extreme heat, drought, extreme weather, wildfire and air quality. The priorities and strategies herein prepare our County to adapt to a changing climate, while prioritizing equity, public health, social vulnerability, and economic vitality.

The plan emphasizes direct action to reduce Pima County's contributions to regional emissions and a rigorous emissions reduction goal for the upcoming five-years are included to align with the updated science-based target to reduce greenhouse gas emissions to 60% below 2021 levels, by 2030. This plan ensures that the original priorities of SAPCO – Carbon, Water, Landscapes, Materials and Workforce are represented in the CAPCO, with added expansion of adaptation priorities to respond to the growing threat of climate risk – such as Extreme Heat and Wildfire.

AT A GLANCE

The plan architecture sets each priority by chapter and uses evaluative data to frame the priority, set core areas (overarching impact), performance targets and measures (key performance indicators - KPIs) and strategies by which key performance metrics (or evaluative measures) will be implemented. These priorities are underscored by community input, input from the County's Climate Action Teams, regional partnerships, stakeholder engagement through the Priority Climate Action Plan process, and priorities of County leadership and Board of Supervisors.

Each priority section has dedicated working groups to ensure an 'enterprise-wide' approach to climate work and demonstrate shared commitment. Where there are new components, or KPIs / evaluative measures yet to be determined, there are parameters laid forth by which subsequent years within this plan will set forth new / adapted / modified KPIs for new components of the plan previously not measured. This plan is intended to be adaptive, data-driven, and a collective approach to the County's Climate Commitment.





AT A GLANCE

Mitigation Measures – Mitigation efforts in climate planning reduce the impact of climate change on the planet & actively reduce the concentration of greenhouse gases in the atmosphere.

Chapter 1 CARBON & ENERGY: Energy Use and Energy Efficiency across County Operations, Fleet, and Commuter Emissions; Reducing carbon-emitting waste

Chapter 2 WASTE & MATERIALS: Reducing waste across County Operations, and continued procurement of sustainable materials

Adaptation Measures – Adapting and adjusting to the effects of climate change, climate hazards and minimizing these effects.

Chapter 3 EXREME HEAT: Adapting to the effects of rising temperatures, responding to the threat of extreme heat

Chapter 4 WILDFIRE & INVASIVE SPECIES: (and Wildfire Risk) Adapting landscapes to reduce the threat of invasive plants / grasses, and risk of wildfire.

Chapter 5 WATER: Water supply and conservation thereof, water reuse, and landscapes (adaptation and resilience)

Climate Resilience – Commitment to strategies that prepare for climate risks and ensure the ability to respond and recover in the event of adverse climate events, or overall changing climate landscape.

Chapter 6 LANDSCAPES: Protection of our natural areas, conservation lands, and urban landscapes investment in green infrastructure, water and food systems

Chapter 7 CLIMATE AND A RESILIENT COMMUNITY

Climate and Public Health Ensure that public health remains a core tenet of climate planning

Sustainability and Economic Development Enhance connection between economic vitality and climate planning and project implementation are a core component to climate efforts

Green Workforce Commitment to bolster workforce opportunities, preparedness, and education / training / engagement across the Pima County workforce

CHAPTER 1

Carbon & Energy

OVERVIEW

Through success from the long-standing commitment to carbon reductions realized during the Sustainable Action Plan for County Operations (SAPCO), the County has a strong path forward to realize an enhanced carbon reduction goal for the 2025 – 2030 Climate Action Plan for County Operations (CAPCO). In accordance with the Regional Pima County Priority Climate Action Plan (PCAP) and the International Council for Local Environmental Initiatives – Local Government Operations Protocol (ICLEI LGOP) the County will align with the regional emissions reduction of 60% below the 2021 emissions inventory to reach Net Zero by 2050. Previously measured across three specific areas: County Facilities, Regional Wastewater and Reclamation, and Pima County Fleet - Pima County will include Pima County Commuter Emissions in its emissions inventory for operations. The County has demonstrated continued carbon emissions reductions and energy efficiency successes across its facilities, through fleet conversion, and innovative approaches to reduce emissions from wastewater and reclamation.

CHAPTER 1: Carbon

What is Net Zero?

A growing number of organizations, sectors, governments, and agencies are dedicated to setting goals to reach Net Zero by 2050. Reaching Net Zero emissions is when greenhouse gas emissions from human activity are in balance with emissions reductions – essentially, removing an equal amount of CO2 from the atmosphere as is released. Net Zero strategies include direct reductions in emissions – such as energy efficiency, renewable and clean energy investments (and scalability), and low carbon technologies, carbon removals and offsets – such as carbon sequestration, carbon sinks, greening and green infrastructure. It starts with understanting the emissions sources for the region and the organizational contributions. It also takes an understanding of the current emissions and volume of reductions required to get to Net Zero – for Pima County, that is 60% below 2021 levels for the Metropolitan Service Area (MSA) – and in alignment with that new target, Pima County operations will align its own emissions strategy to meet that 60% reduction for County Operations.

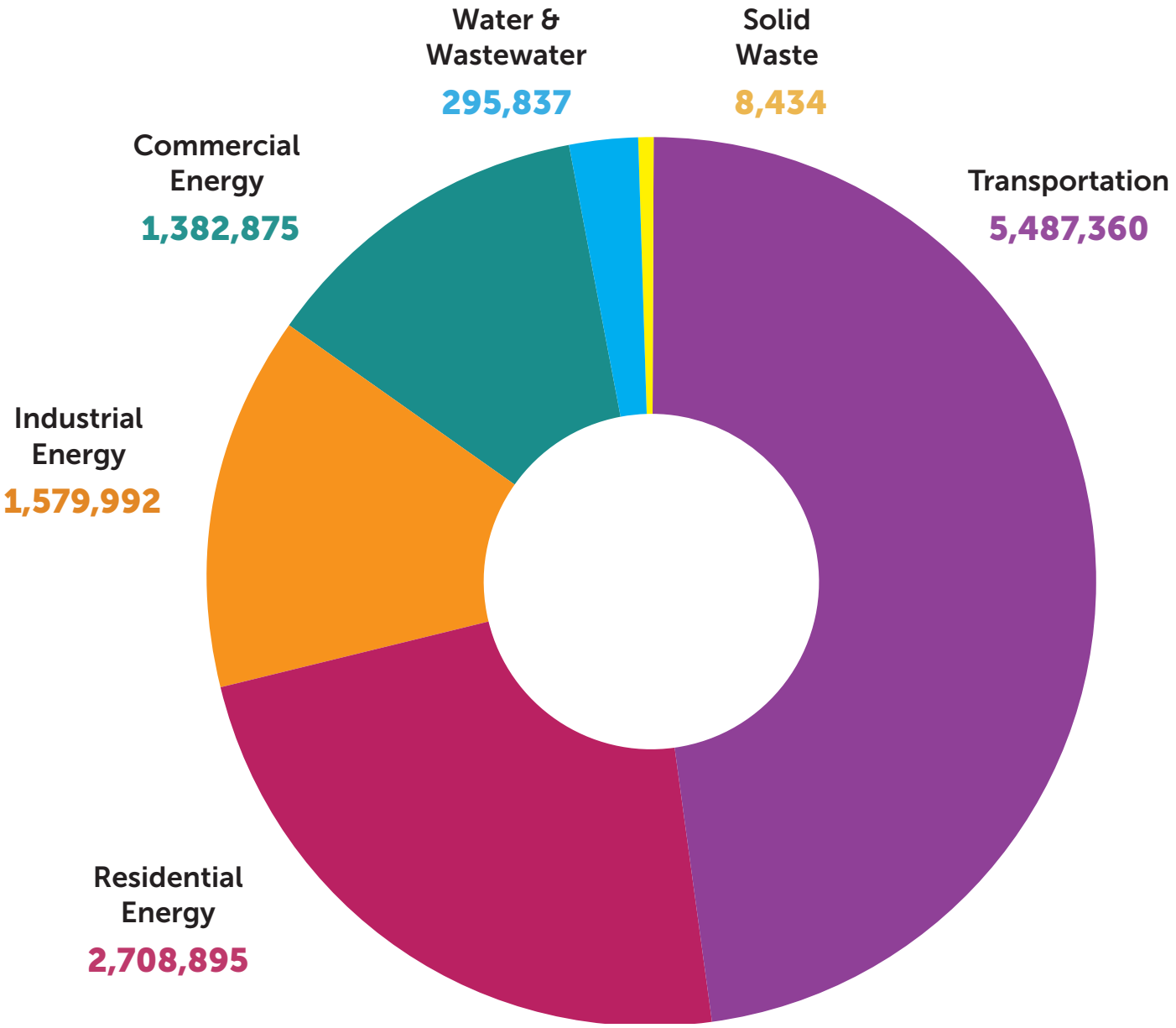
Regional Efforts and Pima County Accountability – Priority Climate Action Plan

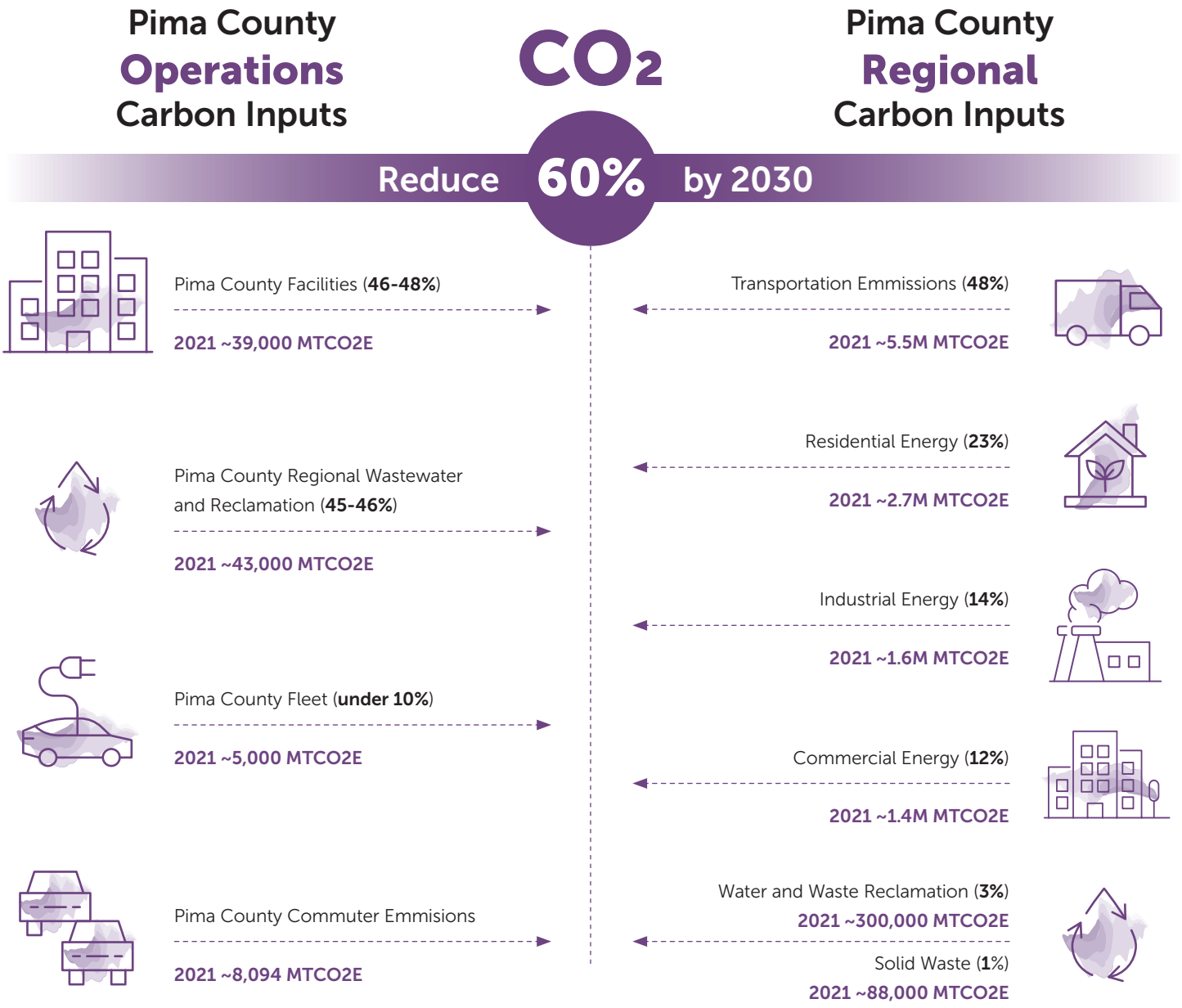
This effort is inextricably aligned with the regional effort governing the Priority and Comprehensive Climate Action Plans for greenhouse gas emissions – also within the PimaCAN! Effort. Through critical planning funds – Climate Pollution Reduction Grant (CPRG) from the Environmental Protection Agency (EPA), the County-led Regional Coalition Partnership – including City of Tucson, Tohono O'odham, City of South Tucson, and Town of Oro Valley, and Pima Association of Governments (PAG) developed a Priority Climate Action Plan (and subsequent Comprehensive Climate Action Plan) to set forth the new targets for the region in emissions reductions – 60% below 2021 levels for all sectors in the region.

This planning effort included substantial public engagement and feedback gathering to determine climate and sustainability priorities and ensure planning efforts were aligning with the community, while rooted in goals that deliver cleaner air through reduction in harmful air pollution in places where people live, work, play and go to school; implement emissions reductions and accelerate the priorities that address environmental injustice and empower community driven solutions in overburdened neighborhoods, and tackle climate pollution while supporting the creation of good jobs and lower energy costs.

The regional 2021 Greenhouse Gas Emissions Inventory (data from PAG) details the regional GHG emissions by type. The shift to regional climate action planning for greenhouse gas emissions reductions set the framework by which this plan – the CAPCO - is designed, underscoring community input and design, partnership, and data-driven regional impacts.

PIMA COUNTY REGION – BASE YEAR GHG INVENTORY (MTCO2E)





County Operations Carbon Goals: Reduce carbon emissions across County operations in accordance with the ICLEI **updated carbon reduction targets of 60% below 2021 levels**. This goal aligns with the Comprehensive Climate Action Plan goal to reduce regional Carbon Emissions by 60% below 2021 levels. This reduction will be realized across County Operations in four distinct areas – **Energy Efficiency and County Buildings, Regional Wastewater and Reclamation, Pima County Fleet – and newly added, Pima County Employee Commuter Emissions**.

Core Areas We will fulfill these goals by focusing on the following priority areas – **County Buildings and Facilities, Regional Wastewater and Reclamation, Fleet, and incorporate Pima County Employee Commuter Emissions**.

Lead Implementor – Pima County Facilities Management, Pima County Project Design & Construction, Pima County Regional Wastewater & Reclamation, Pima County Fleet Services, and Pima County Department of Environmental Quality

Reduces GHG emissions	Improves air quality	Saves money	Decreases landfill waste	Conserves energy

CORE AREA	TARGET	PERFORMANCE MEASURE	RECOMMENDED IMPLEMENTATION STRATEGIES	BENEFIT
C.1 Buildings and County Facilities	60% REDUCTION	C.1.1 Reduced MTCO2e emissions (Facilities) C.1.2 Enhance Energy Efficiency	C.1.1a Resource Management (inventorying, tracking and monitoring emissions and energy performance, in real-time, with the ability to make changes to systems C.1.1b Electrification (directly eliminate emissions, electric water heaters, heat pumps, boilers, and EV charging equipment) C.1.1c Onsite Energy Production (solar PV, solar hot water, ice storage, hydrogen, batteries, backup EV chargers) C.1.2a Energy Efficiency (tools for auditing, training for all staff, path to implement changes with positive ROI) C.1.2b Improve Energy Conservation Practices and promote energy use communications for behavior change	Reduces GHG emissions Improves air quality Saves money Decreases landfill waste Conserves energy
C.2 Regional Wastewater and Reclamation		C.2.1 Reduced MTCO2e emissions (RWRD)	C.2.1a Equipment and Facility Upgrades that promote Energy Efficiency (such as technology innovation in aeration and ongoing energy efficiency projects at treatment plants); number of equipment and facility upgrades reducing (CO_2e MT) C.2.1b Improved Processing Efficiency (such as the use of technology to automate several RWRD processes) C.2.1c Continued beneficial use of Biogas (annual volume of renewable natural gas (RNG) produced and related revenue generated)	

CORE AREA	TARGET	PERFORMANCE MEASURE	RECOMMENDED IMPLEMENTATION STRATEGIES
C.3 Pima County Fleet		C.3.1Reduced MTCO2e emissions (Fleet)	C.3.1a Continue to replace eligible fleet with electric and hybrid vehicles; reach additional 30% of light duty fleet (60 Hybrid / EVs per year – 455 over the period) C.3.1b Continue to promote downsizing or converting large vehicles C.3.1c Assess impact of new fuel contract for biodiesel and impact C.3.1d Explore fuel efficiency in route planning
C.4 Commuter Emissions*	 ~20% Reduction Or determined after October 2025 Travel Reduction Program (TRP) Survey results	C.4.1 Enhanced Participants in Travel Reduction C.4.2 Reduced MTCO2e emissions	C.4.1a Engage all County Employees in PAG TRP annual survey C.4.1b Increase TRP survey response rate from 39% in 2024 to 80% in subsequent years C.4.2a Increase the number of alternate mode trips for employee work commutes, while reducing the number of drive-alone commute trips year over year C.4.1 & C.4.2 Develop and deploy new metrics and Strategies for CAPCO Year 2 upon completion of the 2025 TRP survey

CHAPTER 2

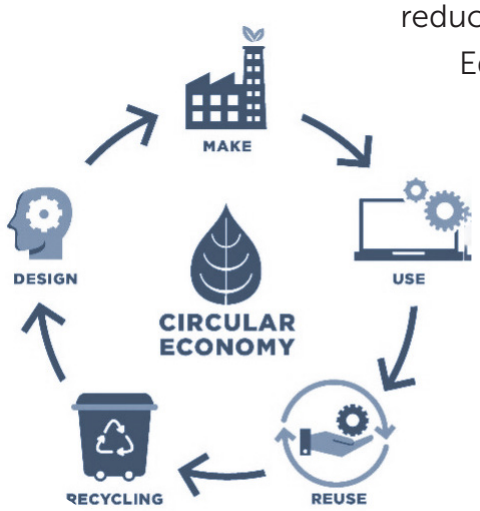
Waste & Materials

OVERVIEW

In alignment with Climate Mitigation strategies, the County is committed to bolstering its Waste and Materials strategies in the CAPCO. Previously, and aptly, the County has prioritized goals in tonnage / landfill volume from County operations and Green Purchasing (through Procurement) of office products made from recycled material. As the County embarks on its 2025 – 2030 Climate Mitigation strategies, there are new opportunities to integrate waste and materials priorities through each of the core function areas of this plan. Reducing waste, procurement of sustainable materials, and exploration of new materials that positively impact our operations are integral to demonstrating commitment to climate work. This section of the plan is enhanced in connection with some of the work of the Regional Priority Climate Action Plan (PCAP) to better address the County Operation impact of greenhouse gas emissions associated with solid waste, and demonstrated commitment to sustainable material adaptation strategies

CHAPTER 2: Waste & Materials

Waste and Materials include product procurement, use, and disposal. Effective waste management positively contributes to the reduction of greenhouse gas emissions, promotes local economies, reduces local pollution, and reduces the costs of disposal services. Education across the County workforce teaches strategies for at home or at work. Strong waste policy creates opportunities to advance circular economies programmatic approaches to waste ensure keeping materials and products in circulation as long as possible which delivers a higher value to users and taxpayers alike. A comprehensive program also teaches adaptive reuse, including training to plan for building materials and other large waste streams from events and capital projects. Broadly, the PimaCAN! efforts are focused on enhancing recycling, disposing organic material, and waste diversion on a systemic level.



County Operations Waste and Materials Goals: Reduce the volume of waste generated at Pima County facilities that is sent to the landfill; maximize the amount of waste that is recycled at Pima County facilities; create enforceable procurement policies that align with the County's goals of purchasing sustainable materials.

Core Areas: Continue procurement of the County's '**preferred materials' (recycled office materials) for office use**, continued **adoption of sustainable materials** (resources used in a way that minimizes negative environmental and social impacts throughout their entire lifecycle, from production to disposal). Sustainable materials are often renewable, biodegradable, or made from recycled content, with a low carbon footprint) across county operations. **Reduce volume of waste sent to the landfill** and **increase volume of materials sent to recycling facilities**. **Enhance strategies to promote reduction / reuse of materials**, workforce education around waste and recycling and circular economy practices at work and home.

Lead Implementing Departments: Pima County Procurement, Pima County Facilities Management, Pima County Department of Environmental Quality, Pima County Green Stewards

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
WM.1 Procurement of sustainable / recycled materials for offices	Increase the percentage of 'Preferred Products purchased by the County by 5% or more, annually **5%** INCREASE	WM.1.1 Percent of office supplies purchased are listed on Pima County's Preferred Product List	WM.1.1a Standardize product selection and purchasing practices to ensure sustainable materials are available for departments, within budget parameters WM1.1.b Conduct County-wide education to ensure practices are understood by the workforce	Increase the number of preferred products that are purchased by Pima County
WM.2 Procurement of sustainable materials for operations	Explore and implement new and innovative approaches to sustainable materials across County Operations	WM.2.1 Document and evaluate where there are innovative new sustainable materials to be used in County operations	WM.2.1a Evaluate across departments where there are innovations in materials, cost differences, and opportunities to leverage more sustainable materials across the full operation of the County	Increase the number of sustainable products being utilized for Pima County operations

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
WM.3 Reduction in tonnage of solid waste to landfill	Reduce volume / weight of solid waste that is sent to the landfill by 5% or more, annually  	WM.3.1 Volume / weight of landfill waste produced (tonnage)	WM.3.1a Standardized procedures for proper waste management within Pima County operations WM.3.1b Maximize the amount of equipment that is reused through the surplus process, where appropriate WM.3.1c Improve waste reduction education across departments	Reduces waste in landfill Reduces CO2e emissions from the landfill
WM.4 Enhanced volume of recycled material	Increase the volume of material that is recycled by 5% annually.  Recycle 100% of industrial waste by Pima County operations.  	WM.4.1 Volume / weight of materials recycled WM.4.2 Quantity of each type of industrial waste recycled (tires, car batteries, waste oil, waste metal, coolant)	WM.4.1a, WM.4.2.a Monitor and report volume of recycled office materials handled by contracted provider WM.4.1b Improve Waste Reduction and Recycling Protocols across departments WM.4.1c Educate Pima County employees about proper recycling protocols, ensuring they are aligned with Procurement contracts. *In accordance with the EPA Resource Conservation and Recovery Act (RCRA) laws and regulations*	Increase the number of sustainable products being utilized for Pima County operations

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
WM.5 Reduction in use of materials	Explore and implement (where appropriate) procedures that reduce waste	WM.5.1 Internal policies created to reduce the amount of waste that is generated by Pima County operations	WM.5.1a Design and develop strategies in 2026 to improve waste reduction and materials use, such as paperless systems and printing reduction strategies WM.5.1b Enhanced digital outputs for comprehensive plans WM.5.1c Reduction in the use of single use plastics and other disposable items WM.5.1d Create policies that better reuse office equipment and supplies	Reduces waste going to landfill and/ or recycling facilities
WM.6 Workforce education	Expand education and outreach across the County	WM.6.1 Workforce participation in Green Stewards educational events WM.6.2 Create clear communication tools on Materials, Waste and Recycling for Office Use	WM.6.1.a & 6.2.a Continue to grow Green Stewards content around Waste / Materials – across County departments, and in partnership with community leads	More informed workforce. Alignment of personal and organizational values, increased retention and productivity, and positive impact on employee well-being.

CHAPTER 3

Extreme Heat

OVERVIEW

The recent five years have demonstrated increasing extreme heat patterns, with hotter days, longer heat seasons and steadily increasing temperatures. Between 2020 and 2024 there were three record-breaking summers, each eclipsing the historically high heat from the year prior. Extreme Heat is an increasingly urgent climate-related public health issue. It not only places significant strain on health systems, but also disrupts s ocial and economic structures, often highlighting existing socio-economic disparities and the vulnerability of at-risk populations. It is anticipated that the region will continue to have longer, hotter summers in years to come. According to the Pima County Health Department (PCHD) in 2023, extreme heat caused thousands of heat related injuries and over one hundred heat-related deaths in Pima County, including increases in emergency department visits and emergency medical service activations. Extreme heat waves in Arizona pose the biggest weather-related threats to the population. Heat emergencies can be prevented with critical and life-saving protective measures, awareness, and resources.

CHAPTER 3: Extreme Heat

Local governments and partner agencies are already taking action to reduce human exposure to extreme heat. These efforts strongly support carbon reduction goals, offering dual benefits for our community- both environmental and public health. The connectivity of governments and partner agencies ensure that the region can prepare, adapt and recover from extreme heat seasons with fewer preventable heat-related deaths or emergencies.

On March 1, 2024, Governor Hobbs announced the state's 'Extreme Heat Preparedness Plan' and state-wide planning effort. Aligned with the plan's directives, county public health departments, cities, tribes, and community-partners in Arizona have directed their efforts to respond to extreme heat through comprehensive, equitable, and multi-sector planning. This includes enhancing cooling center networks, comprehensive and shared communication strategies to prevent heat related illness and injury, employing data driven public health response, and adapting safe, effective measures to support vulnerable community members.

Regional efforts were strengthened over the 2024 heat season to include a cooling center network with over three dozen cooling centers, bolstered (bilingual) communication campaign for heat safety, risks, and specialty messaging for vulnerable individuals and families (such as unsheltered community members, mobile home residents, heat protections for workforce - including first of its kind local heat ordinances and Administrative Procedures for workers in hot environments). Pima County was the first County in the nation to adopt a Heat Workforce Safety Ordinance, alongside partners at the City of Tucson and City of Phoenix. The 2024 Heat Season served thousands across the County through the cooling center network. The Heat Season response directly served vulnerable populations and leveraged real-time epidemiological data strategies, GIS mapping, and Medical Examiner data to enhance the services provided across the region.

The 2025 Heat Season further strengthened the network and the collaboration between multiple agencies, such as the City of Tucson, non-profit organizations, and academic partners. Strengthened partnerships have resulted in better data reporting and communication.

Through this process, the Health Department (like other Adaptation Priorities) has its own 3-year plan directing specific priorities to Heat-related work, regionally. The Climate Action Plan for County Operations (CAPCO) will link to this existing work and champion the direct County-operations components of the Heat Plan priorities. The resources and activities outlined herein can be found at the County's Beat the Heat website – which include comprehensive tools for public use such as safety messaging, Cooling Center maps, and partner engagement.

County Operations Extreme Heat Preparedness Goals: To address the impacts and threat of extreme heat, we seek to engage in collaborative planning and resource allocation for heat relief efforts, planning and response; reduce the impact of extreme heat through targeted and data-driven interventions; and foster community resilience to extreme heat events.

Core Areas (CAPCO): Support the **growth and capacity building of the Cooling Center Network and heat relief initiatives; Heat and Workforce Protections, Green Infrastructure initiative expansion**.

Lead Implementing Departments: Pima County Joint Heat Action Team

Pima County Health Department, Pima County Administrator's Office, Pima County Libraries, Pima County Communications

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
H.1 Support and Expand Heat Relief Efforts	Continue to expand Cooling Center Network Capacity	H.1.1 Number of participating cooling centers	H.1.1a PCHD EMAP team to continue to collaborate, facilitate, and use data-driven modeling to set priorities for heat season and heat season report, providing an annual heat season evaluation report, as set forth in 3-year heat plan strategies. This CAPCO will support any growth or new priorities for heat network resourcing	Public Health and Safety Heat Preparedness and Adaptation
		H.1.2 Continued evaluation of Heat Relief Efforts and impact throughout heat season	H.1.2a Explore opening 1-2 dedicated 24-hour cooling centers, with a focus on equitable access, cross-agency coordination, and sustainable staffing models	
H.2 Heat Workforce Protection Efforts	Number of Heat Safety Trainings given to Pima County Departments	H2.1 Ensure all County Departments have a Heat Safety Plan per Administrative Procedure 35-3	H.2.1a Conduct heat safety training annually to County Departments and resulting from that training ensure that all departments update their heat safety plan	Public Health and Safety
	Number of Heat Safety Plans by Department		H.2.1b Support County departments in realizing opportunities to reduce heat exposure on work sites per AP35-3	

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
H.2 Heat Workforce Protection Efforts *(Cont.)*	Gather baseline data on Pima Heat Workforce Safety Ordinance	H2.2 Evaluate the Pima County Heat Workforce Safety Ordinance	H.2.2a Work with Pima County Procurement, Health Department and County Administration to develop an evaluation plan for the Ordinance passed September 2024 H.2.2b Continue to monitor progress from the State Executive Order and OSHA on workforce heat safety standards and report relevant policy and rulemaking changes / impacts and relevant safety, preparedness and compliance impact	
H.3 Green Infrastructure Investments	Increase number of GSI projects in heat priority areas	H.3.1 Number of Green Infrastructure Investments prioritized of total GSI projects / acreage that are in an area prioritized by Heat-relief data as in a heat vulnerable area	H.3.1a Bridge goals in Water and Landscapes chapter to incorporate public health data / review of heat vulnerability into the planned GSI investments highlighted herein CAPCO	Heat Relief Carbon Sequestration Urban Landscapes
	Increase number of trees planted in heat priority areas	H.3.2 Increased tree canopy (aligned with Landscapes Chapter) in higher SVI areas / heat vulnerable	H.3.2a Use native plants and trees to support urban greening, green infrastructure and shading	Native Landscapes Reduce Heat Island Effect

CHAPTER 4

Wildfire & Invasive Species

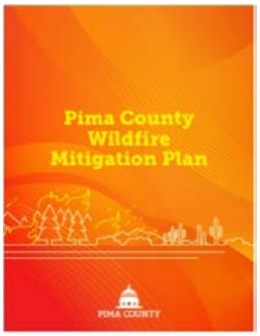
OVERVIEW

In 2025, the Pima County Board of Supervisors approved the Pima County Wildfire Mitigation Plan (WMP).

This plan embodies Pima County's enterprise-wide approach to wildfire prevention, mitigation, emergency response and readiness.

Wildire and Invasive Species remain one of Pima County's largest climate risks. The connectivity between carbon emissions, increasing temperatures, drought and subsequent invasive species propagation concurrently results in substantial increases to wildfire risk. T he WMP a comprehensive plan (like others mentioned herein) will operate as a flexible, annually updated, framework focusing on shovel-ready projects dedicated to the prevention of wildfire, mitigation of wildfire risk, public education, and emergency response for wildfire. This will be guided by and aligned with the broader Community Wildfire Protection Plan (CWPP) which establishes a longer 5–10-year vision. Together the CWPP and WMP ensure that long-term wildfire resilience is paired with immediate, measurable progress. The CWPP is scheduled for completion in June of 2026.

CHAPTER 4: Wilfire & Invasive Species



Climate-specific components of the WMP will be supported by the County's Climate Action Plan for County Operations (CAPCO) – specifically, the bolstering of mitigation efforts, public communications and data / GIS mapping efforts. The leadership team overseeing the WMP are all members of the Climate Action Executive Team and the efforts are coupled to ensure investment and action.

Like extreme heat, wildfire season is no longer restricted to summer months, coupled with hotter and drier conditions fueled by climate change. Adaptation measures within this plan ensure that the CAPCO is coupled with strategic prioritization to best link the climate action work to the climate-related needs of the WMP. The CAPCO will incorporate the climate adaptation measures in the WPM, specifically the mitigation of invasive species, enhanced data and GIS mapping, and outreach and communication strategies to support the WMP.

Pertaining to Invasives and Mitigation strategies the WMP highlights overarching priorities and provide the foundation for an evolving approach to address Invasive Species / Grasses to include, but not limited to: identification of most important invasive plants to be targeted, alignment and expansion of data collection tools including GIS mapping and other data collection tools and methods across County departments and regional partners, and enhancing the capacity the regional partner network for the mitigation efforts and removal of invasives across the County. The County operations role in the mitigation effort for reducing wildfire risk and safeguarding the Sonoran Desert ecological landscapes are reflected through strategies herein.

County Operations Wildfire & Invasive Species Goals: Support and augment the WMP activities pertaining to Mitigation – specifically the County operations components of Invasive Species / Grasses remediation and data collection efforts and enhancements.

Core Areas: Mitigation of Invasive Species, Data and Mapping, Communication and Outreach

Implementation Team: Pima County Wildfire Executive Team

Pima County Administrator's Office, Pima County Office of Emergency Management, Pima County Regional Flood Control District, Pima County Conservation & Land Resources

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
F.1 Mitigation of Invasive Species	Number of sites treated for invasive / exotic plants (by department)	F.1.1 Document and increase acreage of land treated for invasive plants through targeted investments in high-priority areas	F.1.1a Develop an internal Administrative Procedure and Protocols reflective of the interdepartmental engagement and best practices for remediation	Protect Ecosystems
F.2 Enhancement of Data, GIS, Mapping Tools for Invasive Species and Remediation	All departmental participation in Pima County Data / GIS tracking tools	F2.1 Use current GIS capacity as a baseline, and expand data inputs, prioritization / risk tools, and active engagement in data / mapping tools	F.2.1a Through the Administrative Procedure, and WMP Departmental Leadership design a baseline, intermediate and best practice strategy for the mapping of invasive species / plants and associate remediation F.2.1b Couple this data GIS mapping efforts with Wildfire Risk Mapping to ensure treatment of priority areas – such as the Wildland Urban Interface F2.1c In alignment with region's Community Wildfire Protection Plan (CWPP) and the WMP - expand plans to include data on risk of invasive plants and correlation to wildfire	Protects Ecosystems, Landscapes, Public Safety

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
F.3 Communication and Outreach on WMP Strategies	Implement the WMP Communications Plan	F.3.1 Number of communication engagements	F.3.1a Enhanced communication planning and outreach to enhance public awareness and mitigation of wildfire – and connection to Invasive plants	Workforce / Public Education Wildfire Risk Mitigation
		F.3.2 Number of staff engaged in County-sponsored Invasive Species removal opportunities	F.3.2a and F.3.3a Engage County staff in Invasives Removal activities – through workforce education, engagement and activities	
		F.3.3 Number of employees attending training / Green Stewards forums	F.3.3b Create education opportunities through Green Stewards (or other training) on mitigation and risk strategies	

CHAPTER 5

Water

OVERVIEW

While our desert community has a track record of long-term water planning, climate change increases the need for water efficiency actions and water reliability planning efforts. With climate change comes increased heat, longer drought spells, loss of treescapes, larger flood events, and increased water use. Drought has diminished our already rare creeks and shallow groundwater dependent ecosystems. Nearby these vulnerable areas, private residences with small wells are also impacted and increasingly at risk. While there is a strong ethic for water conservation and desert adapted landscapes within Pima County operations and among the community, some parks, industries, golf courses, county facilities, and other landscapes continue consumptive uses of ancient groundwater and potable water resources. These are the issues that drive local resilience strategies.

CHAPTER 5: Water

Water initiatives are key to climate adaptation and mitigation. Sustainable water planning intersects with carbon mitigation by reducing energy-intensive water demands. The water area engages carbon sequestration through protection and enhancement of green space. Water managers adapt to climate change by managing responses to drought conditions with strategies that best preserve ecosystems and conserve water. Water sustainability is bolstered through innovative approaches to enhancing and diversifying the local renewable water supply portfolio, such as One Water, Net Zero, and multi-benefit goals.

The County has demonstrated a long-standing and successful commitment to sustaining and reclaiming water resources, conserving natural desert amenities, and enhancing greenspace infrastructure. The Water Working Group (WWG) embodies that commitment and will be responsible for carrying out a climate resilience focus for the water-related goals, tracking and evaluating metrics set forth in the Climate Action Plan for County Operations. The WWG is an interdisciplinary team representing Regional Flood Control District (the "District"), Regional Wastewater Reclamation Department ("RWRD"), Department of Environmental Quality, Facilities Management, Parks and Recreation, Development Services, and Conservation Lands and Resources.

County Operations Water Working Group Goals: To make an impact on climate mitigation and adaptation by investing in policies, programs and infrastructure that result in resilience of water for riparian ecosystems, a sustainable potable water supply through a diversified water supply portfolio, a long-term countywide water conservation ethic, reducing consumptive water use for ongoing sustainability, and supported community green spaces.

Core Areas: Augmenting groundwater and irrigation-water supply with stormwater; promoting the sustainable use of effluent; managing the demand for water both in County Operations and for community welfare and involving planning and partnerships between the County and other organizations working on water sustainability.

Lead Implementor - Water Working Group

Pima County Regional Flood Control District, Pima County Regional Wastewater & Reclamation, Pima County Facilities Management, Pima County Conservation & Land Resources, Pima County Parks & Recreation, Pima County Department of Environmental Quality

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
W.1 Augmenting Water Supply with Enhanced Use of and Recharge of Stormwater	Address vulnerable areas including where there is subsidence and dropped groundwater tables, heat islands, low park score neighborhoods, disadvantaged demographics, flooding impacts, and diminishing creeks In the long term, reach stormwater capture levels equivalent to the amount of new runoff created by streetscapes	W.1.1 Increase acreage of Stormwater projects and Green Infrastructure sites designed to promote recharge	W.1.1a Modify Detention Basins to promote recharge through retrofits or new sites W.1.1b Build Storm Water Parks where there is greatest need to increase access to cool green space W.1.1c Monitor Natural Recharge at Preservation Sites and constructed recharge in Basins / Stormwater Parks to inform and adopt initiatives	Restores deep aquifer when strategically located Resilience of shallow groundwater areas and dependent creeks and ecosystems Conserves water resources through beneficial use of stormwater for landscape irrigation Carbon sequestration and heat mitigation through increased green space
		W.1.2 Utilize wells dashboard to provide water resilience strategies & utilize RFCD Delta tool to identify suitable locations for stormwater capture and groundwater recharge	W.1.2a, 1.3a Evaluate locations that maximize the volume of stormwater that can be recharged considering geology, watershed conditions, ecosystem needs, and water quality	
		W.1.3 Net Zero calculations to track resilience in areas that don't receive imported CAP water	W.1.3b Partner with other jurisdictions and water service providers	

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
W.2 Promoting the Sustainable Use of Effluent	Enhanced multi-benefit use of reclaimed water on County and Community Sites Balance amount of regional aquatic/ meso/ riparian habitat lost to drought and increased water demands with river habitat gained through effluent flows and effluent irrigation	W.2.1 Increase quantity of County's allocation of reclaimed water that goes out to beneficial use with emphasis on high-demand users W.2.2 Identify interdepartmental, regional, and community opportunities	W.2.1a Increase the number of County landscapes that are using reclaimed water W.2.1b Continue reclaimed water recharge at existing sites and add new Ecosystem Restoration Opportunities W.2.2a Identify opportunities to expand reclaimed water systems to maximize beneficial use of County owned reclaimed water	Conserves potable and groundwater resources Addresses increasing demands Strategic recharge locations mitigate disconnect between locations of groundwater use and replenishment River recharge results in multiple benefits from cool, green space access to restoration of region's river miles

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
W.3 **Managing the Demand for Water both in County Operations and Community**	15% Reduction from 2024 County Operations Use  In the long term, reach net zero levels of single-use water across county operations, except where offset by recharge of local renewable supplies	W.3.1 Gallons of Water Used	W.3.1a Continue to inventory / replace fixtures with water efficient / low flow fixtures across County facilities – deploy low-flow plumbing fixtures W.3.1b Continue to Optimize Cooling Towers W.3.1c Sub-meter water systems during retrofits W.3.1d Invest in rainwater collection tanks and passive stormwater harvesting to provide irrigation W.3.1e Integrate Economic Development related water consumption in Environmental Reviews W.3.1f Implement Pima Prospers policy to conduct Water Supply Impact Reviews of proposed comprehensive plan amendments and rezonings larger than 4 acres	Water Conservation and Demand Management Workforce Education Opportunity

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
W.4 Promoting Water Sustainability, Innvoation and Connection between Water and Landscapes	Water Supply Augmentation through partnerships, green infrastructure and connection to landscapes Utilize RFCD ELA's GSI 10-year plan and the PDEQ MS4 Retrofit analysis to target most impactful opportunities. Create more resilience though a diversified water portfolio by maximizing recharge and use of stormwater in order to minimize water dependence on energy intensive water imports Mitigate habitat loss risks due to drought though natural stormwater infiltration enhancements and shallow groundwater recharge	W.4.1 Increase Acreage of Green Infrastructure investments with multi-use components W.4.2 Connect to 10,000 trees landscape goal W.4.3 Capture Carbon Sequestered (CO2e) as measured in the PC Climate Action Plan W.4.4 Acres of new restoration using renewable water W.4.5 Maximize percentage of Loop River Parks that utilize GSI to restore floodbank habitat and make tree shade more climate resilient W.4.6 Use PDEQ's annual survey, which includes a question that assesses GSI awareness, to measure outreach impact	W.4.1a Utilize evaluations of locations to prioritize suitable GSI sites and expand approach to maximize multi benefits W.4.2a, W.4.3a, W4.4a, W4.5a Number of sites maintained for multi-benefit function using collaborative partnerships. W.4.4a Stormwater harvesting to support mature trees W.4.6a Outreach about drought responses the community can take	Enhance Carbon Sequestration through Green Infrastructure Natural and Urban Landscapes Extreme Heat Food Systems Regional workforce development Community engagement and knowledge growth Consumptive use of groundwater and potable water is offset through use of stormwater

CHAPTER 6

Landscapes

OVERVIEW

Connection of Water to Landscapes

There is a strong connection between water stewardship, diversification of water supply, and thriving landscapes – such as investment in stormwater capture and green spaces. By preserving our water resources, investing in green stormwater infrastructure, and restoring riparian areas, Pima County will reduce heat effects, protect native wildlife and vegetation, and secure a more reliable water supply for the community. By bolstering innovation within the nexus between water and land management, we create community climate resilience. Landscapes directly connect ecosystem protection, conservation and restoration of the Sonoran Desert. Landscapes remain not only a commitment to the County's conservation efforts but represent essential climate adaptation strategies through protection of native species, removal of invasive species, reduction of heat island effects, investment in green infrastructure, preservation of water resources, food systems, and protection of our natural areas, conservation lands, and urban landscapes.

CHAPTER 6: Landscapes

The Landscapes core working areas are as follows: Urban Landscapes, Natural Areas, Conservation Lands and Food Systems. As highlighted in previous sections of the plan landscapes, while its own chapter of the CAPCO, is inextricably linked to other chapters herein – **Carbon, Extreme Heat, Invasives and Wildfire, and Water**. Landscapes contribute to regional climate resiliency through shared net benefits of biodiversity, ecological restoration, carbon sequestration, water systems, and reduction of extreme heat impacts.

It is important to note that 2025 (the start of this Climate Plan) is also the 25th Anniversary of the Sonoran Desert Conservation Plan – which paved the way for protections of open space, conservation lands, multi-species preservation and protections of critical ecosystems in our region. The CAPCO will reflect actionable implementation strategies for Climate Adaptation and Resilience, while underscoring the critical foundational work and priorities set forth in the SDCP and the SAPCO.

County Operations Landscape Goals: Utilize and build upon the County's on-going protection and restoration of extensive healthy landscapes as a strategy for climate mitigation, adaptation and resilience. The goals herein not only protect and safeguard natural areas, riparian areas and cultural resources, they expand investment in green infrastructure, food systems and native plant protection.

CORE AREAS: The Landscapes section of this plan includes the following core areas: **Natural Areas** (includes geographic areas that are undeveloped and the ecosystems within them in Pima County), Conservation Lands / Cultural Resources, **Urban Areas** (urban areas by which Pima County has the authority in land use, **open space and green infrastructure & Food Systems**. It is important to note that this section of the CAPCO is directly linked to the mitigation, conservation, adaptation and resilience strategies herein. Linkages are noted throughout the implementation strategies.

Lead Implementing Departments – Pima County Conservation Land & Resources, Pima County Parks & Recreation, Pima County Regional Flood Control District

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
L.1 Natural Areas (CLR, NRPR, RFCD)	Conserve native wildlife, plants and natural areas (connects to CAPCO Water)	L.1.1 Acres of natural habitat conserved County acres protected within AGFD	L.1.1a Monitor the trends of groundwater ecosystems (WWG and CLR)	Protects ecosystems
			L.1.1b Increase the total acres of natural areas conserved (CLR)	Protects cultural heritage
			L.1.1c Increase total acres protected within AGFD Wildlife linkages	
		L.1.2 Linkages Miles of major riparian corridor added – see 'Water' section	L.1.2a Acquire riparian corridor parcels	
			L.1.2b Increase linear miles of major riparian corridors added annually	
	Manage Natural Areas for Resilient Ecosystems (connects to CAPCO Wildfire priorities)	L.1.3 Wildfire prevention across conservation lands (connects to Invasive Species Treatment in 'Wildfire' Section of plan	L.1.3a Support the implementation of broader County strategies (such as Administrative Procedures and data mapping) to identify and remediate invasive species	
		L.1.4 Number of restoration projects (restoration or erosion, fencing, supplemental water for wildlife, treatment and prevention	L.1.4a Inventory restoration projects and monitor expansion of restored landscape	

IMPLEMENTATION GUIDE

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
L.2 Urban Landscapes	Plant at least 10,000 Trees	L.2.1 Number of Trees Planted	L.2.1a Develop strategies to integrate tree planting into appropriate departmental activities – specifically, Green Infrastructure Projects & County Operations. L.2.1b Develop 10,000 tree plan strategy (by year) in CY2026 across County Departments	Reduce CO2e Reduce Heat Impact Fosters a healthy and beautiful community
		L.2.2 Support Green Infrastructure Components of Water Priorities	L.2.2a Support and operationalize Green Infrastructure Investments identified in CAPCO Water and Heat Chapters L.2.2b At least 50% of plans for GI sites that are installed are obtained from the Pima County Native Plant Nursery	

CORE AREA	TARGET	PERFORMANCE MEASURE	IMPLEMENTATION STRATEGIES	BENEFIT
L.3 Food Systems	Maintain healthy grasslands and working ranches	L.3.1 Number of Acres – Ranchland managed	L.3.1a Continuing rangeland inventories, monitoring and assessment	Supports Food Security
			L.3.1b Continue applying management practices to provide for ecosystem health	Protect Ecosystems
	Invest in Food Systems Development and Access			Fosters a healthy and beautiful community
	Farmland Preservation		L.3.1c Track and report County acres under cattle grazing leases	
		L.3.2 Number of Acres – working ranches / farmland	L.3.2a Continued growth / preservation of farmland sites such as Buckelew Farms	
			L.3.2b Identify opportunities for County farmland connectivity to county-wide food systems opportunities	
			L.3.2c Promote and expand urban and natural area farming	
	Food Systems Priorities and County Engagement Thereof – Engagement strategies developed for 2026	L.3.3 Work with Partners in Food Systems – such as, but not limited to Pima Extension, University of Arizona, Pima County Food Systems Alliance, Community Gardens, Farmers and Food Hubs to evaluate a role for Pima County	L.3.3a Collaborate with Public Health on food systems access – such as heritage food systems, food access, nutrition programs, and food deserts	
			L.3.3b Collaborate with Attractions and Tourism, to promote and engage food heritage sites and City of Gastronomy designation	

CHAPTER 7

Climate & Community

OVERVIEW

Climate Resilience is the ability to prepare, adapt and recover from climate-related hazards that most affect the region. This includes public health, social, and economic impact of climate change. The framework of this plan sets forth the data-driven and modeled climate risks for Pima County and associated actions that the County can take in each priority – to mitigate, adapt and foster a climate resilient community.

Climate Resilience is rooted in the Guiding Principles of this plan: social well-being, environmental protection, and economic vitality. These guiding principles are underpinned with accountability, data-driven and practical modeling for climate investment, and leading by example. Environmental stewardship, public health and economic growth are core tenets to how the County will model climate action work to ensure the priorities are simultaneously bolstering vulnerable populations, empower community-driven solutions, and embody sustainability practices at our Pima County sites and across our services.

In summation, The following priorities will be folded into the chapters, strategies and tactics herein. Additionally, there is opportunity to grow each of these resilience components as a lens by which we reflect on this work.

Public health

Public Health plays a significant role in sustainability and climate action. Our Pima County Public Health Department plays a lead role in our Extreme Heat response, and is a leader in the Climate Action Team. Over the next five years of this plan, the strategies herein can continue to **grow the public health footprint to help the County understand data-driven and epidemiological climate risks through a public health lens and ensure that our strategies, tactics, projects and evaluation continue to positively affect the public health of Pima County**. Over the CAPCO period, the Climate Teams will continue to integrate public health data into our overarching priorities and demonstrate continued alignment of public health data with our implementation strategies, opportunities and evaluative measures.

Economic vitality and environmental stewardship

Climate and sustainability work is directly correlated to economic vitality in the region. Climate and sustainability priorities and strategies can promote cost savings, enhance partnerships with economic initiatives and industries, and demonstrate shared commitment across the region to safeguard the environmental impact and sustainability of economic development projects. The **Pima County Board of Supervisors recently adopted BOS policy 31.4 for Enhanced Due Diligence Process for Pima County Economic Development Projects which underscore environmental reviews in economic initiatives**. This policy includes reviews for air, water, energy, land, and public health impact to community and demonstrates a strengthened commitment to environmental stewardship. Over the CAPCO period, Economic Development, an engaged member of the Pima County Climate Action work, will integrate the outputs of these reviews into the CAPCO reporting and evaluation, partnership and growth of environmental reviews across our growing economic opportunities.

Community and Regional Workforce Opportunities

Pima County is committed to workforce development, opportunity and innovation. In a collaborative approach with our Community Workforce Development (CWD) teams, the County's regional climate action plan workforce analyses, and **shared goals of fortifying the workforce pipeline to encourage continued economic growth in sustainability work**. Connection to workforce in climate and sustainability support training, apprenticeship and skilled trades programming which not only support individuals and economic stability but bolsters the community investment in the workforce pipeline. This investment also encourages regional infrastructure projects, and capacity building for future labor demands. This investment in people directly translates to stronger neighborhoods, reduced barriers to employment, and shared economic growth across Pima County.

Bolstering the County Workforce: The Green Stewards is a voluntary collaborative working group comprised of representatives from various departments who are dedicated to promoting sustainability across Pima County operations and in the community. They collaborate on initiatives and provide county-wide leadership in alignment with focused activities of the Climate Action Executive Team and the Climate Advisory Committee led by the County Administrator's Office.

This mission - to educate and empower Pima County employees to adopt sustainable practices in their personal and professional lives, and address climate change through local action and impact on a healthier and more sustainable environment will be paramount for staff engagement, training and education opportunities. Green Steward employees directly help to uplift the community and contribute to a more resilient future as actioners and community role models for sustainable living.

Data & Communication

Climate Action work is dependent on the ability to **collect, evaluate and present data timely, and build the capacity to model associate impacts with climate and sustainability investments**. Similarly, every priority within this plan is dependent on critical communications, accessibility of information which drives methods of engagement. Over the CAPCO period, the County has been committed to building more data and communications strategies for County and public involvement / engagement.

PIMA COUNTY

Board of Supervisors

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Jennifer Allen, *Vice Chair*, District 3
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Andrés Cano, District 5

Pima County Administrator

Jan Lesher

PIMA COUNTY

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