



**OFFICIAL NOTICE & AGENDA**  
REGULAR MEETING

**MEETING:** Sustainability, Energy & Environment Committee  
**DATE/TIME:** Thursday, July 9, 2026, at 5:00 PM  
**LOCATION:** Wausau City Hall — Maple Room  
407 Grant Street, Wausau WI, 54403

**MEMBERS:**  
Jean Abreu (C)            Britnie Remer  
Carol Lukens             Lauren Leitner  
Jesse Kearns             Paul Kage  
Christine Daniels

- 1 Call to order by the presiding officer.**
- 2 Public comment on agenda items and reading of the City of Wausau Public Comment Statement.**
- 3 Consideration of the minutes of the preceding meeting(s).**
  - a. Approval of the June 4, 2026, meeting minutes.
- 4 Discussion and possible action.**
  - a. Approve Introduction/Background Section of City of Wausau Climate Action Work Plan
  - b. Approve Common Council Update
  - c. Approve revised Wausau Sustainability Award timeline
- 5 Discussion.**
  - a. Discussion of Existing Conditions Demographics Section of City of Wausau Climate Action Work Plan
  - b. Action Plan Updates and Discussion (Earth Week Initiatives)
  - c. Discussion on Community Sustainability Survey and communication strategy
  - d. Discussion on Business Sustainability Survey and communications strategy
  - e. Discussion on Public Service Commission (PSC) community engagement initiative
- 6 Update on City projects.**
  - a. Zoning ordinance amendment - data centers
- 7 Adjournment.**

Jean Abreu, Chair

**NOTICE POSTED AT CITY HALL (407 GRANT STREET) AND TRANSMITTED TO THE OFFICIALLY DESIGNATED NEWSPAPER**

**DATE:** June 26, 2026

**TIME:** 10:00am

**POSTED BY:** Michelle Van Krey

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the City of Wausau will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities. If you need assistance or reasonable accommodations in participating in this meeting or event due to a disability as defined under the ADA, please call the ADA Coordinator at (715) 261-6622 or [ADAServices@wausauwi.gov](mailto:ADAServices@wausauwi.gov) to discuss your accessibility needs. We ask your request be provided a minimum of 72 hours before the scheduled event or meeting. If a request is made less than 72 hours before the event the City of Wausau will make a good faith effort to accommodate your request.



City of Wausau  
(715) 261-6500 | [clerk@wausauwi.gov](mailto:clerk@wausauwi.gov)  
[wausauwi.gov](http://wausauwi.gov)



MINUTES  
June 4, 2026

Members Present: Jean Abreu (C), Alder Carol Lukens, Jesse Kearns, Christine Daniels, Paul Kage, Britnie Remer, and Lauren Leitner

Others Present: Carrie Edmondson

In compliance with Chapter 19, Wisconsin Statutes, notice of this meeting was posted and transmitted to the Wausau Daily Herald in the proper manner.

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**1. Call to order.**

The meeting was called to order at 5:00 p.m. The group went around with introductions.

**2. Public comment.**

No public comment was received.

**3. Consideration of the minutes of the preceding meeting(s).**

Motion/second to approve the May 7, 2026, minutes with modifications. Christine noted that Jesse Kearns was in attendance but not included and that Lauren made the motion to pass the minutes not Christine.

*Daniels/Leitner motion to approve minutes with modifications, passed 6-0.*

Carol arrived at 5:11 p.m.

**4. Discussion and possible action.**

a. Approval of Plan Development Timeline

Carrie reviewed the Plan Development Timeline which includes when various plan sections will come forward and the public engagement timeline. Both a Community Sustainability Survey and Business Sustainability Survey are being developed. The group noted that they would like to see each plan section for two consecutive months. Carrie will make the change and forward to the group.

*Motion/second to approve Daniels/Kearns passed 7-0.*

b. Approval Change July meeting date from Thursday July 2, 2026, at 5:00 p.m. to Thursday, July 9, 2026, at 5:00 p.m.

- c. Change August meeting date from Thursday, August 6, 2026, at 5:00 p.m. to Thursday August 13, 2026, at 5:00 p.m.  
*Daniels, Lukens motion and second to approve items b and c and change both dates, passed 7-0.*

## 5. Discussion

- a. Overview of 350 Wisconsin grant to facilitate stakeholder engagement between the PSC and municipalities.  
Britnie provided an overview of a Wisconsin 350 project to help communities that are underrepresented in engaging with the Public Service Commission (PSC). Three counties were identified, and Marathon County is one of them. Two events will be held in Marathon County, one will be in Wausau (July 28), and one will be in a more rural location (August 4). They are trying to better understand people's general understanding of the role of the PSC. She will provide more information about the project so that committee members can share the information out.
- b. Assignment of Work Plan objectives.  
Christine led the group through the two goals that were identified through strategic planning to assign objectives and make them more timebound. The group talked about incorporating businesses (could be tours of sustainability improvements, restaurants), art projects, upcycle fashion show, tree planting, and the sustainability award. They talked about creating a presence at the Farmer's Market. The merit of concentrating events during the week itself versus featuring events held during the year throughout the week were discussed. Christine agreed to follow-up on Art in the Park and Night Market. Jesse agreed to follow up on the Farmer's Market. Britnie and Lauren agreed to think conceptually about how the events could work during an Earth Week celebration and bring back to the group.
- c. Climate Action Work Plan Background and Introduction Section  
The group reviewed the Background and Introduction Section. Carrie will bring this section again in July.
- d. City solar array update  
Eric submitted an EPA grant, and we should be hearing about that soon.
- e. Council presentation update  
Jesse provided an update to Common Council in June and provided an overview of the information that he covered including the sustainability plan and UW Gardening class. He thought it would be helpful to make it more interactive Q & A. He is planning to provide an update to Council in August and every other month thereafter.

Christine left the meeting at 6:00 p.m.

**6. Adjournment.**

*Motion/second to adjourn Kearns/Leitner to adjourn, passed 6-0.* The meeting adjourned at 6:15 p.m.

DRAFT



**GREAT PLAINS  
INSTITUTE**

This template was developed by the Great Plains Institute with funding from the Metropolitan Council and the McKnight Foundation.

# City of Wausau

## Climate Action Work Plan

### 2026-2031



# Acknowledgements

Thank you to the Great Plains Institute for free use of this template. The template was created with funding from the Metropolitan Council and the McKnight Foundation. The purpose of the template is to provide cities with a template to help guide short-term climate action planning in their community.

## Sustainability, Energy, and Environment Committee Members

Jean Abreu, Chair  
Christine Daniels  
Paul Kage  
Jesse Kearns  
Lauren Leitner  
Alder Carol Lukens  
Britnie Remer

## City Council Alderpersons

Carol Lukens  
Michael Martens  
Terry Kilian  
Tom Neal  
Andrew Wiskowski  
Kristin Slonski  
Matt Hoenecke  
Sarah Watson  
Vicki Tierney  
Lou Larson  
Bruce Trueblood

## City of Wausau Staff

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# Introduction

The City of Wausau is committed to taking action to make our community more sustainable. The City of Wausau 2026-2031 Climate Action Work Plan (CAWP) was developed over the course of **nine months** with the oversight of the Sustainability, Energy, and Environment Committee (SEEC) and included a **community meeting and community survey**. The plan includes goals related to clean energy, transportation, land use, economic development, climate adaptation, waste management, health, and much more.

Our sustainability initiatives are intended to benefit our community, our economy, and our environment. This work wouldn't be possible without City of Wausau residents, businesses, and organizations. To learn how you can get involved with our community's sustainability initiatives, please visit the [City of Wausau Sustainability page](#).

The first section of the plan examines existing conditions, or where the City is today. It highlights key areas and data most relevant to sustainability, including population, income, transportation habits, waste, energy burden, and solar potential, all of which provide insight into current conditions and future opportunities. The second section presents a Citywide greenhouse gas emissions inventory. By analyzing building energy use, fleet operations, and waste data, the City can begin tracking progress toward clean energy goals. The final section outlines a five-year work plan with specific strategies to advance the City's sustainability objectives.

*Paragraph with context (as necessary):* The City Council adopted the CAWP on DATE. Finally, the CAWP is and should be treated as a living document, which will benefit from an annual review process overseen by the Sustainability Commission.

## Background

### PREVIOUS PLANNING DOCUMENTS

**2022 City of Wausau Five-Year Strategic Plan.** Highlights investments in solutions to ensure environmental sustainability and commitment to environmental justice.

**2017 City of Wausau Comprehensive Plan.** Includes sustainability goals including environmental initiatives and multimodal transportation.

### CITY ENACTMENTS

**2023 Resolution Reduction of Greenhouse Gas Emissions and Energy Security.** In 2023, the City of Wausau passed a resolution supporting reduction of greenhouse gas emissions and energy security. With this, the City committed to:

- Determine the level of energy use and greenhouse gas emissions in City government operations.
- Develop a municipal energy plan with the goal of moving City government operations to a more secure, and 100% clean energy by 2050.
- Provide resources and information to residents and businesses to support them in the transition to a cleaner energy future.
- Create cost savings through efficiency upgrades and clean energy technologies that will reduce the burden of City government operations on the tax levy.

**2021 Resolution for Environmental Justice.** In 2021 the City of Wausau passed a resolution supporting environmental justice.

**2018 Ordinance for Creating the Sustainability, Energy, and Environment Committee.** Created as an advisory body to Common Council in the development of policies, programs, and decisions that affect the relationship between the City and the environment.

**2009 Resolution Recognizing the City of Wausau and an Eco-Municipality that Promotes and Utilizes Sustainable Practices.** The City of Wausau endorses the principles of sustainability and applies them in decision making, planning, policy making, and municipal practices.

**2008 Resolution for Creating an Ad Hoc Committee for a Greener Tomorrow.** In 2008 the Common Council established a committee directed toward creating a sustainable community.

## **ASSOCIATIONS**

**Wisconsin Local Government Climate Coalition (WLGCC).** The Wisconsin Local Government Climate Coalition provides a platform for members to collaborate on overcoming barriers to decarbonization, accelerating local climate change solutions and ensuring the benefits of the clean energy economy are distributed to everyone throughout the state. Wausau has been a member since 2023.

**WDNR Green Tier Legacy Community (GTLC).** The Green Tier Legacy Community program includes local government leaders building sustainable and resilient communities. Membership includes education, collaboration, and special consideration for state grants. Wausau has been a member since 2020.

**City of Wausau Climate Action Work Plan 2026-2031  
Plan Development Timeline**

Planning Activity	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN
Introduction/Background								
Existing Conditions/Demographics/Energy Use - Citywide								
Transportation/Waste - Citywide								
Municipal GHG Data – Buildings								
Municipal GHG Data – Fleet/Waste								
Five-Year Work Plan/Strategies								
Community/Business Survey Development								
Survey Publicized								
Survey Results Presented								
Plan Adoption								

## SEEC August Common Council Update

### Sustainability Plan

- The committee approved a plan development timeline at their June meeting
- In the process of developing Community Sustainability Survey and Business Sustainability Survey
  - Resident and business data will be instrumental in helping us to build out our plan and five-year strategies
- Beginning review of community level demographic data

### Earth Week Initiatives

Various initiatives are being discussed including:

- Promotion of other local initiatives
- Sustainability in action tours (past award winners, native planting initiatives, etc.)
- Tree planting
- Upcycling fashion show
- Staff Farmer's Market/Art in the Park/Night Market
- Art project

There was discussion about the pros/cons of holding events during Earth Week versus holding events throughout the year and featuring them during Earth Week

### Emerging Themes

- Food Waste Recycling/Composting
  - Hsu Growing Supply offers curbside pickup for businesses and residents – how do we get the word out?
- Plastics reduction
  - Opportunities with area businesses
- 100% clean energy for City government operations by 2050 (resolution passed March 14, 2023)
  - First, we need to know our building data, fleet data, and waste data and then establish what reductions are required to meet this goal (the plan will begin to more specifically outline/address this)
  - Coordinating inter-departmental conversations
- Pollinators/native plantings
  - Mayors' Monarch Pledge

# Sustainability Award Proposal

Previous award winners are: Aspirus (2021) and Good News Project (2023).

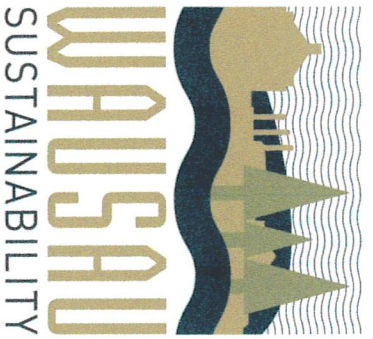
We propose a motion to accept the application from Kolbe and Kolbe and award them the 2026 Sustainability Award.

Moving forward:

- 1) One award per year and a hard deadline.
- 2) 2026-2027 award process and timeline could be:
  - 8-1-26 Send Press Release announcement
  - Month of August...all SEEC members invite favorite initiatives to apply!
  - 8-21-26 SEEC members talk on radio show about award
  - 9-1-26 Published nomination deadline
  - October: Committee review of applicants and selection based on a measurable point system.
  - January/February: Public Recognition at city council meeting; certificate awarded; value added opportunities may include business/individual highlighted in quarterly newsletter; info shared on social media; mentioned on city website for one year; short video of award winners efforts, motivations, success, and any new sustainability goals they may want to highlight.
- 3) Wausau Sustainability Awards Application proposed addition:
  - New item which asks businesses...Who are the decision makers within your company when it comes to sustainability initiatives?
- 4) Offer a graphic to the company to use for promotion.
- 5) Highlight the winning business throughout the calendar year of the award in various articles/mentions/interviews.



Respectfully submitted by SEEC citizen members  
Christine Daniels & Britnie Remer  
3/5/26



**The Sustainability Energy, and Environment Committee (SEEC)** acts as an advisory body to the Common Council in the development of policies, programs, and decisions that affect the relationship between the City and the environment.

The City of Wausau is committed to leading the way to a more sustainable future. In 2023, the City Council passed a Greenhouse Gas Resolution, a commitment to move City operations to clean energy by 2050. This caps a long history of action and initiatives that City has taken to help educate it's residents and combat the effects of Climate Change.

These efforts are done with the goals of:

- Reducing greenhouse gas emissions from City operations
- Reducing the burden of City operations on the tax levy
- Providing resources to residents and businesses

SCAN HERE TO  
LEARN MORE



[wausauwi.gov/for-residents/sustainability](https://wausauwi.gov/for-residents/sustainability)



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# City of Wausau

## Climate Action Work Plan

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# Existing Conditions

Existing conditions include demographic information as well as information about buildings, transportation, waste, renewable energy resources, and existing planning and policy context. This section includes existing conditions in the community to set a baseline that can be used to compare progress over time and to inform community decisions for how the city chooses to prioritize climate actions. The data for existing conditions comes from Metropolitan Council, the Department of Energy State and Local Energy Data (SLED) and Low-Income Energy Affordability Data (LEAD) tool, and the United States Census Bureau.

## Demographic Snapshot

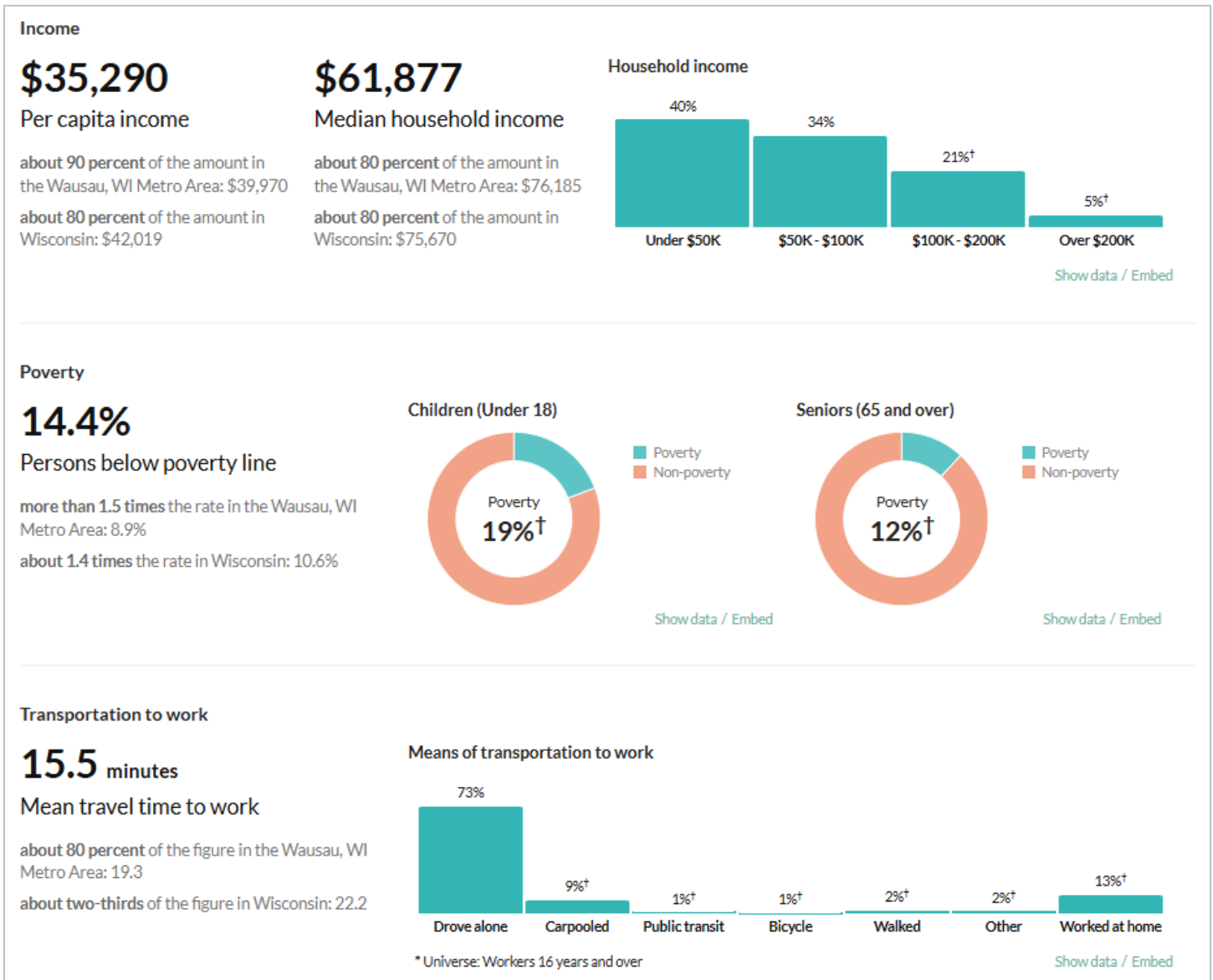
The demographic information included in this section comes from the American Community Survey five-year estimates from 2023 unless otherwise noted. The median age is 38.4 with the population by age, gender, and race and ethnicity below.

**Figure 1 – Population Data**



The City of Wausau per capita income is \$35,290 per year and the median household income is \$61,877 per year. 14.4 percent of Wausau residents live below the poverty line. However, the ALICE report, prepared by the United Way (using ALICE as an acronym for Asset Limited, Income Constrained, Employed, includes households that earn more than the Federal Poverty Level, but less than the basic cost of living for the county) reports that 40% of City of Wausau households were below the ALICE threshold in 2023.

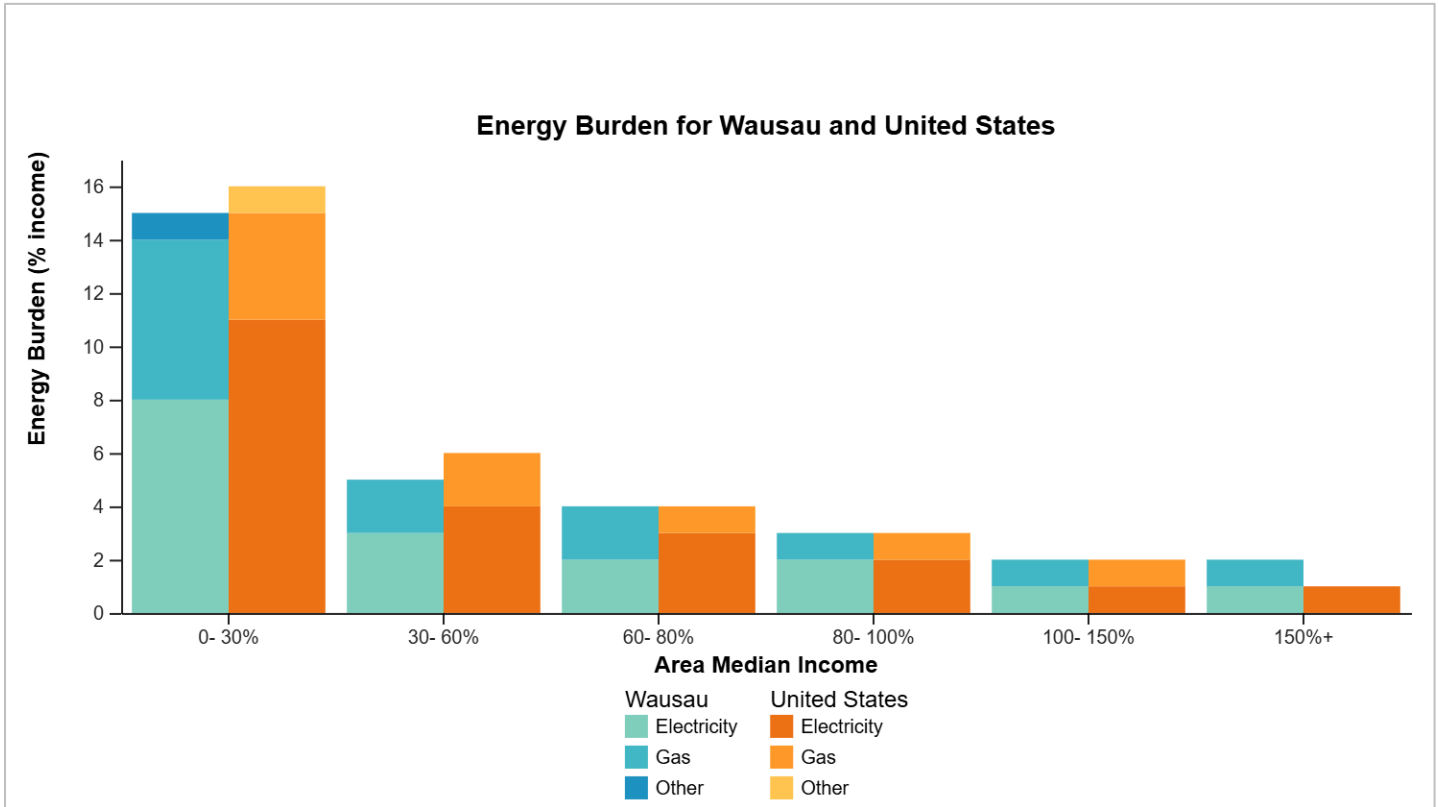
**Figure 2 – Income and Transportation Data**



## ENERGY BURDEN AND ENERGY SECURITY

Energy burden is the proportion of household income that is used to pay for energy utility bills – both electric and natural gas. In 2022, the average energy burden for all Wausau residents in year was 3 percent. This proportion was consistent with the average energy burden in Wisconsin households, which was also 3 percent.

**Figure 3 – 2022 Average Annual Energy Burden for the City of Wausau and US**  
**Source: DOE LEAD (Low-Energy Assistance Data)**



As expected, energy burden is a substantially higher proportion of overall income for those in the 30 percent or below area median income ranges. However, it is still lower than the national average. For those in the 60 percent or below area median income ranges, energy burden is a lower proportion of overall income and is slightly lower than the national average. Other income ranges are on par with the national average, with the exception of the over 150 percent area median income ranges where the energy burden is slightly higher than the national average.

## Transportation

Transportation energy is almost entirely attributed to surface travel from cars and trucks and is estimated by the vehicle miles traveled (VMT) within the city boundaries, regardless of through traffic. City level data is not available. However, WisDOT provides the data by county and data for Marathon County can be seen on the Figure 4. Total vehicle miles traveled has increased steadily throughout Marathon County over the past five years. Energy for vehicle travel primarily comes from liquid fuels like gasoline and diesel, though electric vehicles are increasingly a part of the vehicle mix. Other forms of in-boundary transportation include public transit, biking, walking, and wheeling (e.g., scooters, wheelchairs, or other mobility devices).

## Target Conditions

May 7, 2026 SEEC Committee members approved use of the Great Plains Institute template.

Introduction and Background of template will be edited and approved

Existing Conditions/Demographics/Energy Use will be evaluated and reported city-wide

City-wide usage of transportation and accumulated waste will be identified, reported and targets set

Municipal GHG Data on Buildings will be reported and targets for improvement set

Municipal GHG Data for fleet/waste will be reported and targets for improvement set

Five year work plan will be developed for each department; working with department heads

Community/Business Survey/Development

Survey Publicized

Survey Results presented

Plan Adoption

*Project Goal:* The SEEC Committee will oversee the creation of a five-year climate action/sustainability plan, present it to the City Council, and attain adoption by the Council by April 1

**What does success look like? A plan will be presented and adopted by the City Council. The plan will be evaluated monthly afterwards to track actions and successes through 2032.**

**Obstacles:**

To save time and learn from other cities that have already accomplished a sustainability plan, a template will need to be identified and utilized by committee members.

*Project Team members:* Carrie, Jean, Britnie,  
Lauren, Jesse, Christine, Carol, City of  
Wausau Staff

**Target date of  
completion =  
04/01/2027**

**Responsible individual / Resources needed** Priority : **High** –  
**Medium** – **Low**

Carrie and Jean

**High**

**High**

**Target Completion date:      Status**

5/7/2026 Complete

6/30/2026 In progres

7/31/2026 Not Starte

8/31/2026 Not Starte

9/30/2026 Not Starte

10/31/2026 Not Starte

11/30/2026 Not Starte

7/31/2026 Not Starte

8/31/2026 Not Starte

10/31/2026 Not Starte

4/1/2026 Not Starte

## Target Conditions

SEEC Committee members will plan a week of fun, educational, and engaging initiatives that revolve around caring for our Earth

### Art Project

#### Event Planning

What if we tied the Sustainability Award to earth week/month?

#### Friday Entertainment?

Promote local initiatives (Ghidorzi Clean and Green, etc)  
Waste Management will help with a clean-up (I have spoken)  
Sustainability in Action Tours (Kolbe, native planting in  
Tree Planting  
Reach out to Milwaukee  
Trash fashion show  
Staff the farmer's market through April  
trash/recycle at the art festival/hang tablecloth in April  
Art in the Park/Night Market  
Do we conduct all events throughout the week or highlight

**Project Goal:** The SEEC will educate the community by engaging our neighbors, youth, residents, & businesses through sustainability-focused programming and provide opportunities for involvement culminating in Earth Week, April 2027

**What does success look like? A week full of activities & opportunities that are highlighted by the City of Wausau, the local media with an target attendance of XXX**

**Obstacles:**

City of Wausau has not formally presented or supported a week long city-wide initiative to keep our earth clean and cared for and engage citizens in participation.

)  
en with them in the past and they have expressed interest)  
initiatives, etc)

ril

ht events that have occurred throughout the year?

Project Team members: Carrie, Jean, Britnie, Lauren, Jesse, Christine, Carol  
**Target date of completion = 04/01/2027**

Responsible individual / Resources	Priority : High – Medium – Low	Target Completion date:	Status
Lauren - to bring ideas in July			Not Started
Britnie/Lauren to bring ideas next meeting			Not Started
move to Earth Week			Not Started
			Not Started
			Not Started
			Not Started
			Not Started
			Not Started
			Not Started
Already happening			
Lauren			
Jesse - Emerald			
Jesse will gauge interest/availability			
Christine will gauge interest/availability			
Christine to follow-up			

youth related/schools (project would culminate during Earth Week



# City of Wausau - Community Sustainability Survey

Any personal information will remain confidential and individual responses and identity of survey responses will not be released or published. This survey will take about ten minutes. Thank you to everyone for providing input!

1. Which of the following applies to you?

- I live in Wausau
- I work in Wausau
- I live and work in Wausau
- Other

2. Please indicate your age group:

Under 18

18-30

31-45

46-60

61-75

75+

3. Which of the following effects of climate change have you noticed in Wausau? (check all that apply)

Heavier rainfall or more frequent flooding

Longer dry periods or drought

More extreme temperatures (hotter summers or colder winters)

Unusual or changing weather patterns (warmer winters)

More frequent or more severe storms

Increased days with poor air quality

I have not noticed any of these

Other

4. Have any of the following effects of climate change personally impacted you? (check all that apply)

- Flooding or flood related damage
- Drought or limited access to water
- Power outages or infrastructure damage from extreme storms
- High heat or heat related illness
- Health issues such as asthma, breathing problems, or worsened allergies
- Loss of trees, crops, or produce due to storms, flooding, or drought
- I have not experienced any of these
- Other

5. What, if any, actions have you taken to reduce the impacts of climate change?

- Reducing consumption of electricity or natural gas use in buildings. (using energy-efficient appliances, reducing heat/air conditioning use, switching to electric appliances)
- Reducing water consumption (reducing water use, installing water efficient appliances)
- Reducing waste and single-use plastics (reduction, reuse, and recycling and composting)
- Reducing vehicle trips (public transportation, walking, or biking)
- Driving an Electric Vehicle (EV)
- Other

6. Rank your primary concerns related to sustainability or the environment in the City of Wausau. (Rank from highest priority to lowest priority with one being the highest.)

Flooding and extreme weather, including extreme heat and cold

Environmental health (water and air quality)

Protection of the natural environment (native species and ecosystems)

Waste management (including source reduction, reuse, recycling and composting, energy and recovery, and treatment and disposal)

Public education and engagement about sustainability initiatives

Food security/local food systems

Sustainable transportation/green mobility

City accomplishing 100% clean energy by 2050

Public education and engagement about clean energy solutions

## Greenhouse Gas Reduction Solutions by Category

7. **Buildings and Energy:** What solutions would you prefer to improve energy efficiency and expand renewable energy access in Wausau? (check all that apply)

- Install solar panels on City-owned buildings
- Work with group purchasing partners to promote opportunities such as the Grow Solar program through the Midwest Renewable Energy Association (MREA)
- Educate and connect residents to partner opportunities such as the HOMES home efficiency rebate program through Focus on Energy
- Other

8. **Transportation:** What solutions would you prefer to make transportation cleaner, healthier, and more convenient in Wausau? (check all that apply)

- Expand Electric Vehicle (EV) charger network
- Improve METRO bus shelter system to allow more protection from extreme weather
- Expand bicycle infrastructure including multiuse paths, bike lanes, bike racks, and bike fixstations
- Expand bikeshare
- Other

9. **Waste:** What waste management strategies would you prefer to reduce and manage waste in Wausau?

- Create more education/awareness about reuse, reduction, and recycling strategies
- Create more education/awareness about composting strategies
- Expand publicly accessible recycling bins on City properties and parks?
- Establish a recycling and reuse policy for municipal operations
- Other

10. What specific sustainability projects, programs, or initiatives is the City doing well?

11. What specific sustainability projects, programs, or initiatives could the City improve upon?

12. What is one sustainability project or program that you would like to see in your neighborhood or Citywide?

13. Is there anything else you would like to add?

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# City of Wausau - Business Sustainability and Climate Survey

The City of Wausau is gathering business input to guide sustainability and climate planning. Your responses help us understand community priorities and shape future programs. This survey will take approximately 10 minutes to complete.

\* This form will record your name, please fill your name.

1. Which of the following best describes your business presence in Wausau?

- My business is located in Wausau
- My business operates in Wausau but is headquartered elsewhere
- My business has clients/customers in Wausau
- Other

2. What type of organization do you represent?

- Retail
- Service Industry
- Manufacturing
- Construction/Trades
- Hospitality/Food Service
- Healthcare
- Education
- Nonprofit/Government
- Other

3. How many employees does your business have?

- 1-5
- 6-20
- 21-50
- 51-100
- Over 100

4. Which climate related impacts have affected your business operations? (Check all that apply)

- Flooding or water intrusion
- Extreme heat affecting staff or customers
- Power outages or equipment disruptions
- Storm damage
- Increased insurance costs
- Supply chain disruptions
- No impacts noticed
- Other

5. Has your business taken any sustainability actions in the past five years? (Check all that apply)

- Improved building energy efficiency (LED lighting, HVAC upgrades, insulation, controls)
- Installed renewable energy (solar, geothermal, etc.)
- Reduced water usage
- Adopted recycling, reuse, or composting programs
- Reduced vehicle fleet emissions or transitioned to low-emission vehicles
- Encouraged employee commuting alternatives (bike, transit, carpool)
- Reduced waste or packaging
- Added sustainability staff or conducted trainings for sustainability staff
- No actions taken
- Other

6. What are your business's primary sustainability concerns? (Rank 1 - highest priority)

Energy costs
Stormwater and flooding
Employee health and safety (air quality, heat, etc.)
Waste management and recycling
Transportation access for employees/customers
Regulatory or reporting requirements
Business continuity and resilience

7. **Buildings & Energy:** Which initiatives would your business support or participate in? (Check all that apply)

- Group purchasing for commercial solar
- Access to energy audits or rebates (Focus on Energy)
- Electrification incentives for heat pumps, water heaters, or appliances
- A commercial energy-efficiency recognition program
- EV charging installation incentives
- Other

8. **Transportation:** What solutions would improve mobility and reduce transportation emissions for businesses? (Check all that apply)

- Expanded EV charging network for customers or fleet
- Improved METRO bus service or shelters
- Expanded bike infrastructure (bike paths, bike lanes) near commercial areas
- Support for last mile delivery solutions (bike share, micromobility)
- Commute reduction/carpool incentives
- Other

9. **Waste:** Which strategies would your business prefer to see in Wausau? (Check all that apply)

- Increased recycling services for business
- Commercial composting options
- Education on waste reduction and recycling regulations
- Other

10. What sustainability initiatives or programs is the City of Wausau currently doing well from a business perspective?

11. What sustainability initiatives or programs could the City improve to better support businesses?

12. Are there specific sustainability projects or programs you would like to see launched for businesses or commercial districts?

13. Is there anything else you would like to add?

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