



City of Corvallis

Sustainability Report

2017



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Sustainability means using natural, financial and human resources in a responsible manner that meets existing needs without compromising the ability of future generations to meet their own needs.

- City Council Policy on Sustainability

City of Corvallis 2017 Sustainability Report

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***Imagine Corvallis 2040
Vision Statement***
Corvallis is a safe, sustainable, resilient, small city... that maintains the community's safety and security, protects its natural environment, addresses a changing climate, and prepares for emergencies with special attention paid to its most vulnerable populations.

On the cover: A view of Riverfront Commemorative Park, downtown Corvallis, on a foggy fall morning. Photographed by Sally, October 18, 2013, viewed May 3, 2018, www.flickr.com/photos/quiltssalad/10352758003/.

Highlights of Corvallis' Sustainability Efforts

Implementation of the Corvallis Climate Action Plan

The Climate Action Plan (CAP) calls for reductions in greenhouse gas emissions generated by the community as well as by the City organization. The CAP was adopted in December 2016, and the City moved quickly to incorporate the Plan's action items into our existing Sustainability Work Plan. Among the action items achieved in 2017:

- The City aligned its organizational greenhouse gas emissions targets with those in the CAP. These included emissions from energy (electricity and natural gas) used by the organization, as well as emissions from vehicle fuel.
- The City implemented construction and demolition waste-tracking standards for asphalt and concrete on certain types of municipal projects.
- The City continued to improve efficiency in water use, particularly in high-volume areas such as the flushing stations used for water quality purposes.
- The City explored alternative fuels for back-up generator systems.
- The City implemented reuse practices for any tree that is removed in the public right of way, ensuring that salvageable lumber is reused and the remaining wood is chipped.

In addition, a number of citywide action items for 2018 are planned, including:

- Increasing purchases of renewable electricity to support streetlight and traffic signal usage.
- Improving energy efficiency at the Wastewater Reclamation Plant through Pacific Power's Strategic Energy Management program.
- Training for city staff on environmental design of facilities and infrastructure construction to ensure compliance with City's policy for LEED-Silver standards on new construction.
- Converting remaining facility lighting to LEDs.
- Promoting employee use of alternate commute modes, including carpooling, transit system, walking and biking.
- Implementing new waste management practices to reduce construction and demolition debris (asphalt and concrete) on capital improvement projects.

Details on many of these actions can be found throughout this report.

Adoption of the Strategic Operational Plan

The City of Corvallis Strategic Operational Plan, adopted by City Council in November, is built upon the Imagine Corvallis 2040 vision document. This Plan is a long-range framework that joins the City's priorities with the community's vision to help the City manage change over time.

The Strategic Operational Plan has six focus areas that were developed during the vision plan process. The City Manager's Office has encouraged each department to identify and incorporate actions from

those focus areas into their budgets and working plans. A particularly close relationship exists between the City’s sustainability efforts and the Steward & Sustain focus area, which has value statements addressing the reduction of greenhouse gases, planning for the effects of climate change, and long-term management of natural resources.

Sustainability Work Plan

At the beginning of each year, the Sustainability Steering Committee and the City-wide Sustainability Core Team work to develop projects specifically focused on each sustainability goal. These goals, established in 2010, reflect the sustainable endpoints the organization seeks to achieve. The 2017 Sustainability Work Plan projects and a description of the progress made in each goal area are listed below.

| 2017 Sustainability Work Plan Objective | Progress |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Goal: Employer of Choice | |
| Conduct a City-wide Employee Engagement Survey and develop an action plan based on survey results. | Survey completed, with greater than 80% response rate. |
| Develop and implement a supervisor training program. | Completed |
| Goal: Sustainable Facilities | |
| Adjust targets for Sustainable Facilities goal to align with Climate Action Plan ~ 3.2% reduction annually. | Completed, see section on Sustainable Facilities for details. |
| Identify and target water efficiency improvements where the highest water usage and losses are occurring. (from the Corvallis Climate Action Plan, Buildings & Energy MO-9) | The City’s largest user of water, parks irrigation, has been assessed and requires funding for a new system. Another large water use is flushing to maintain water quality; however, it is difficult to identify mechanisms that meet State regulations. Through careful monitoring, water use at the Airport flushing station has been cut in half. |
| Investigate transition to non-fossil fuel alternatives for back-up generators. (from the Corvallis Climate Action Plan, Health & Social Services AO-2) | New alternative fuel generators are cost prohibitive. Current generators were running R-99 (renewable diesel) until problems in that fuel supply arose. |

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| Goal: Sustainable Purchasing | |
| Develop purchasing criteria for furniture and carpet purchases that consider recycled content and indoor air quality issues (e.g. heavy metals, phthalates, flame retardants, perfluorochemicals, volatile organic compounds, and chlorinated compounds). | Language endorsing certification systems for these purchases has been added to the City's Procurement Manual. |
| Evaluate and monitor street trees and vegetation and modify species selections as appropriate to address climate change. (from the Corvallis Climate Action Plan, Urban Natural Resources AO-9) | <p>These practices are in use in Public Works and Parks & Recreation and will be included in the update to the Urban Forestry Management Plan. Current actions include:</p> <ul style="list-style-type: none"> • Increase street tree diversity through planting of species more likely to succeed in a more extreme climate. • Identify pests and diseases likely to increase with climate change and work with State and national groups to increase resiliency to them. • Selectively remove trees that are not thriving. • Strategically increase urban canopy. |
| Goal: Vehicle Carbon Footprint | |
| Adjust targets for Vehicle Carbon Footprint goal to align with Climate Action Plan ~ 3.2% reduction annually. | Completed, see section on Vehicle Carbon Footprint for details. |
| Goal: Waste Reduction | |
| Develop and implement a construction and demolition waste management plan. | Tracking sheet developed and bid document language prepared for capital project trial in 2018. |

Progress Toward Organizational Goals

Since 2010, the City of Corvallis has been striving to achieve progress in five sustainability goal areas:

- Employer of Choice
- Sustainable Facilities
- Sustainable Purchasing
- Vehicle carbon footprint
- Waste reduction

These were developed through guidance from the City Council's Organizational Sustainability Policy, adopted in 2004, that uses a triple-bottom-line framework to enhance sustainability in all aspects of the organization's activities. City departments, through changes in daily operations, ongoing programs, and

long-range planning strive to simultaneously have a significant positive impact on the environment, the economic efficiency of municipal government, and the social character of the workplace.

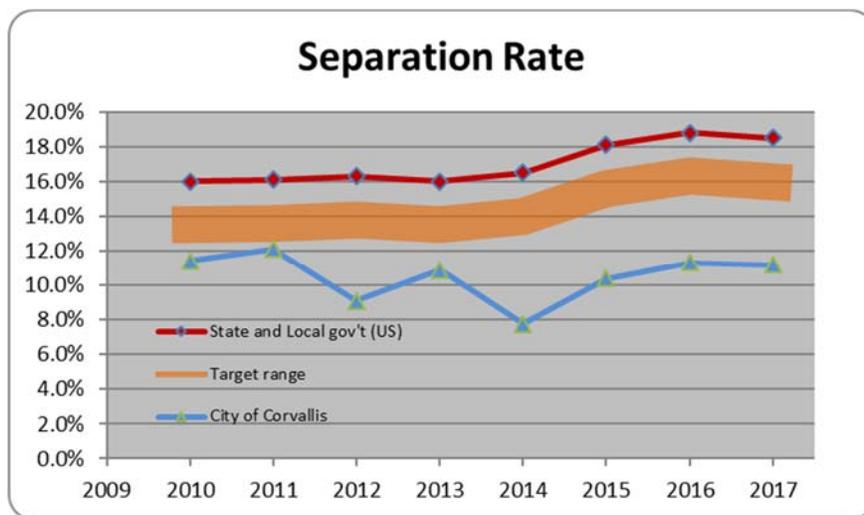
Below is a brief description of each goal area, the performance on measurable objectives and targets, and highlights from related projects completed over the past two years.

Employer of Choice

An Employer of Choice, is one whose practices, policies, benefits and overall work conditions enable it to successfully attract and retain talent. This social sustainability goal focuses on the issues of turnover, work-related injuries, and employee wellness. To assess progress, City sustainability teams track key indicators and compare those to industry standards.

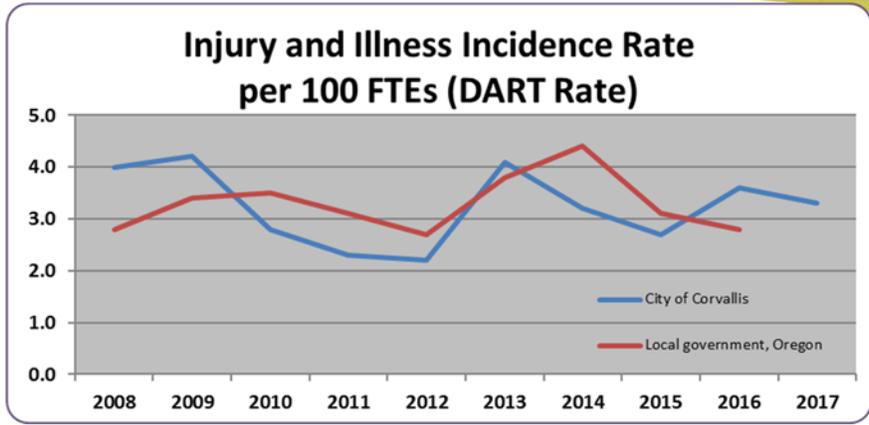
For this goal, three distinct areas are measured: Separation Rate, Injury and Illness Incidence Rate, and Spring Fitness Challenge Participation. The organization’s performance on these metrics are shown in the following charts.

Separation Rate - *Maintain a separation rate of 2-3 percentage points below the annual separation rate for State and Local Government as reported by the Bureau of Labor Statistics.*



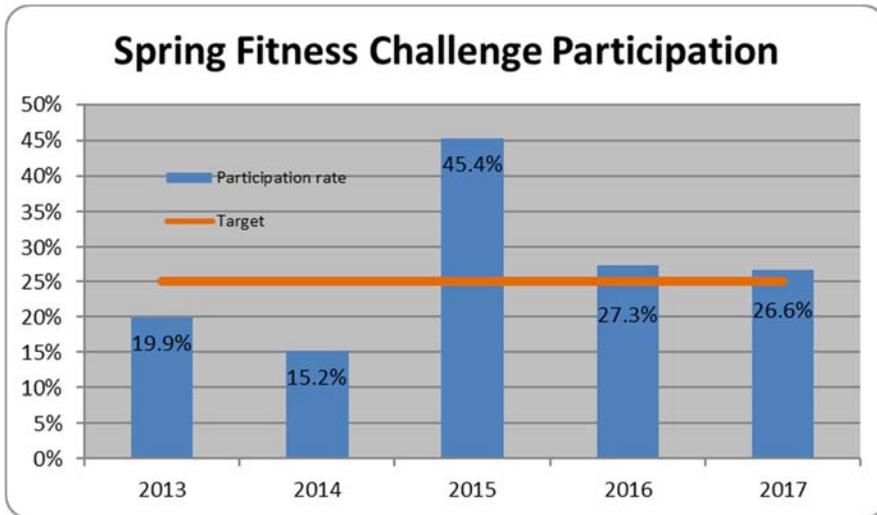
The Bureau of Labor Statistics of the U.S. Department of Labor compiles comparator data for this metric. The data includes job openings, hires, quits, layoffs, retirements, discharges, and other separations. The City’s separation rate has consistently been below our comparator (nation-wide State and local governments) as well as below our target range (2-3% below comparator).

Injury and Illness Incidence Rate - *Maintain an annual nonfatal workplace injury and illness incidence rate below that of the Local Government (Oregon) industry sector through a comparison of the Bureau of Labor Statistics’ DART Rates (Days Away from work, Restricted work activity, or job Transfer).*



The DART rate shows the relative level of injuries and illnesses among different industries or organizations. We compare the City's DART rate to the rate for Local Government, Oregon. These rates can help determine both problem areas and progress in preventing work-related injuries and illnesses. Comparators for this rate lag about a year behind the City data, which is calculated at the close of every calendar year. The DART rate for 2016 rose above the industry comparator for the first time in two years.

Spring Fitness Challenge Participation - Track employee participation in the Spring Fitness Challenge, a voluntary employee fitness program, with target participation at 25%.



Participation in this program remained steady for a second year. In 2015, a strong outreach effort helped boost employee involvement significantly. In 2016 and 2017, outreach was limited to email, which led to a decrease in participation. The target level has been successfully exceeded for three consecutive years.

Related Actions

The Human Resources Department conducted a survey to gauge employee engagement, which was then compared to industry benchmarks. Data indicated the organization has good potential for increasing the percentage of fully-engaged employees. Individual departments have identified and begun working on improving their employee engagement. As an organization, the goal is to create an action plan that is consistent with the results and lead to improving engagement City-wide.

Sustainable Facilities

Sustainable facilities are those built, maintained, and operated in a manner that reduces energy, water, materials, and harm to human health and the environment. They include all occupied buildings and other facilities such as parks and water pumping stations.

The objectives for the Sustainable Facilities goal are to reduce water use and emissions from energy used in City operations. Staff tracks electricity, natural gas, and water use at City facilities to compare against baseline years and to measure progress toward reduction goals.

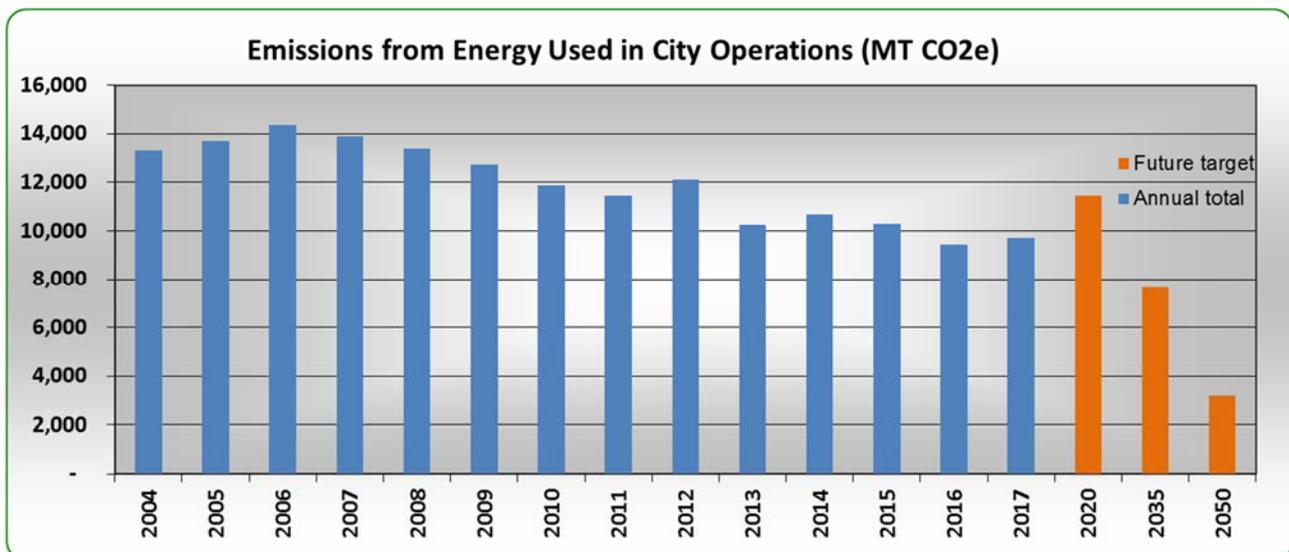
Greenhouse Gas Emissions from Energy Used in City Operations – *Reduce emissions from energy used in City operations (e.g., facilities, streetlights, water, wastewater).*

Targets

2020: 10% below 1990 emissions
2035: 40% below 1990 emissions
2050: 75% below 1990 emissions

Baseline

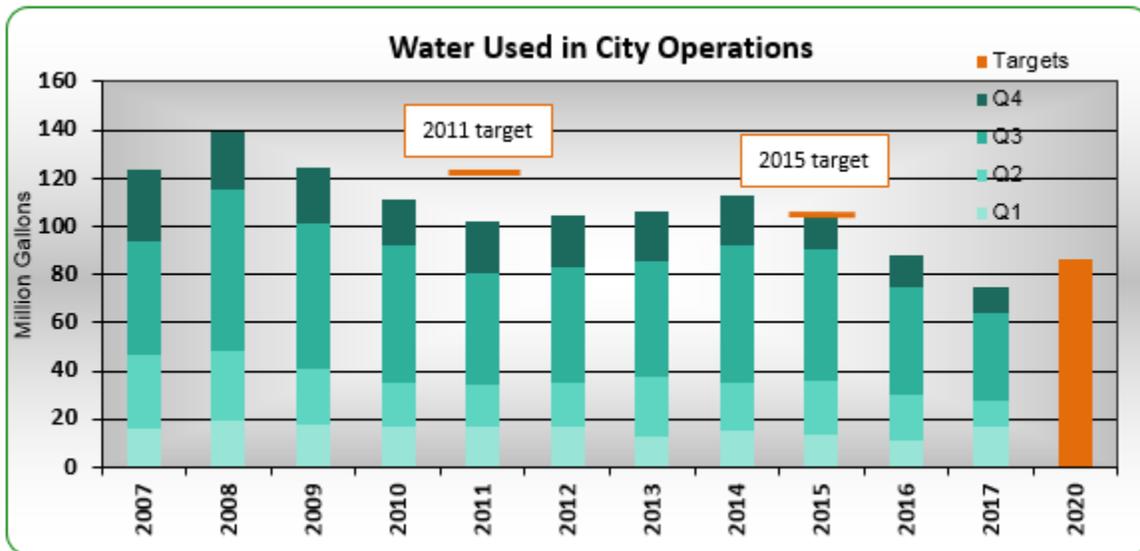
1990: 12,735 MT CO₂e



The future targets for this objective were updated to reflect the Corvallis Climate Action Plan goal, which strives for a 75% reduction in greenhouse gas emissions by 2050 (as compared with 1990 levels). This target equates to about a 3.2% reduction annually, factoring in projected population increases.

Water Used in City Operations – *Reduce water use in City operations.*

| | |
|--------------------------|----------------------------|
| <u>Targets</u> | <u>Baseline</u> |
| 2011: 3% below 2007 use | 2007 – 123,824,684 gallons |
| 2015: 15% below 2007 use | |
| 2020: 30% below 2007 use | |



Water use continued to decline for the third year in a row, to the lowest recorded level of about 74.5 million gallons. In the eleven years since the City began tracking usage, water use has reduced by nearly 50 million gallons, which is enough water to fill all of Osborn’s pools 68 times.

Related Actions

Osborn Aquatic Center energy upgrades – Pacific Power recently provided the City with an opportunity for an energy analysis focused on lighting and water heating at the Osborn Aquatic Center. With a 20+% reduction in energy bills at Osborn over the last four years, the City has already benefited from new boilers and variable frequency drives, an upgrade of the heat exchangers, and LED lighting in the natatorium.

However, things continue to change. For example, the outdoor lap pool is now heated through the winter months, as most of the local swimming teams (club, high school and Oregon State) are using the Aquatic

Center facilities for training. Upgrading the outdoor water heating system would significantly add to the energy savings and the recommendations from Pacific Power’s analysis provide information on the associated costs. This information will help as the City seeks incentive funding to implement those upgrades.

Library water use upgrades – The City has worked to address water usage through many projects over the past few decades. Most recently, attention was paid to the biggest area of impact – water used for irrigation. By removing most of the grassy areas and replacing them with water-wise, pesticide-free landscaping, the summertime “bump” in water use has virtually been eliminated. Also addressed are year-round issues, such as the installation of new flush valves on toilets that allow users two flushing options, both using less water than the old toilet valves. With these two changes, over 1,100 gallons of water are saved every day at the Library.

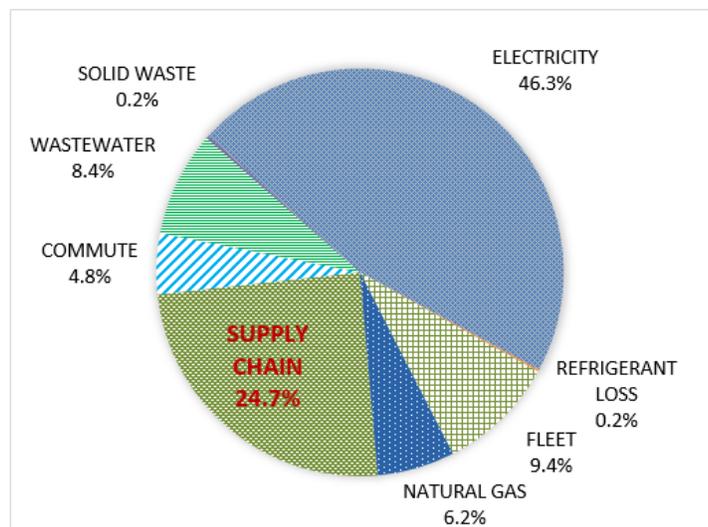
Wiser water quality maintenance – There are certain areas in the City’s water system where it is necessary to release water to ensure State regulations for chlorine levels are met. These areas are at the end of lines where future developments are expected but current water usage is low. The solution has been to release water frequently to ‘refresh’ the system. In 2017, a new practice was successfully tested where chlorine levels are mechanically measured at regular intervals and, if necessary, water is released until required levels are achieved again.

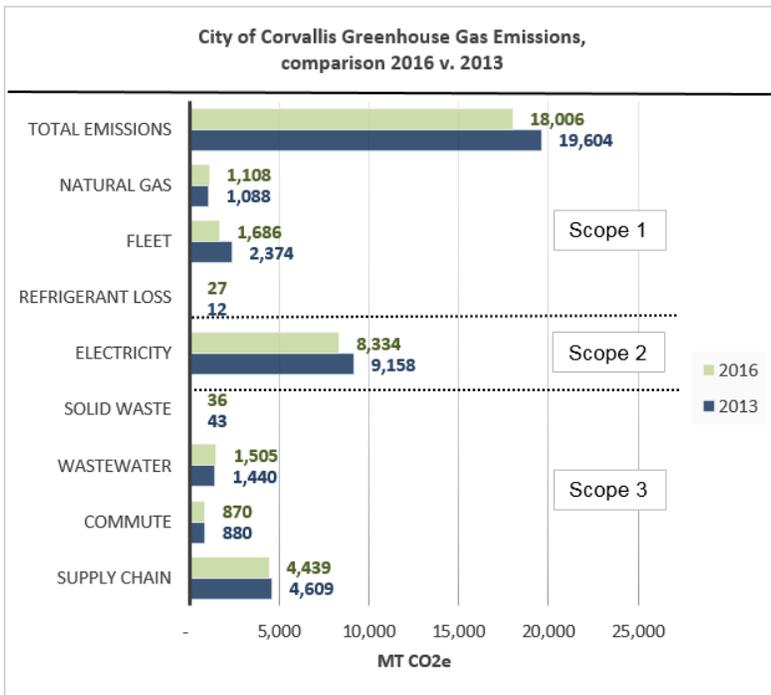
Sustainable Purchasing

Sustainable purchasing considers the “Triple Bottom Line” of environmental, economic, and social impacts in purchasing decisions.

To reduce emissions, waste, and toxicity of City purchases, Staff strives to create green purchasing standard operating procedures for areas of highest impact, increase purchases from local vendors, and include emissions from purchased goods and services in the City’s organizational greenhouse gas inventory.

The Organizational Greenhouse Gas Inventory conducted for calendar year 2016 shows that emissions from the City’s purchase of goods and services comprised over 24% of the total. These purchases include machinery, operating supplies, services, vehicles, computer and electronics equipment, and many others. As a comparison, emissions from the supply chain were second only to those from electricity use (46%).





As Staff tries to minimize the greenhouse gas impact of purchases, it is difficult to quantify the effectiveness of those efforts to buy local or recycled or low-carbon content goods. Current greenhouse gas inventory tools provide a limited ability to measure the benefits of those efforts since they use only dollars spent by category as a way to determine emissions. Without a significant investment of time to track and quantify the emissions reductions associated with climate sensitive purchasing, it is nearly impossible to effectively determine the benefits.

Emissions from the supply chain declined slightly since the 2013 organizational greenhouse gas inventory.

However, efforts continue in other areas of importance. For example, the Finance Department incorporated new carpet and furniture purchasing criteria into the Procurement Manual. These criteria consider recycled content and content-related indoor air quality issues, such as heavy metals, phthalates, flame retardants, perfluorochemicals, volatile organic compounds, and chlorinated compounds.

Related Actions

Parks and Recreation’s Urban Forestry byproduct repurposing – The Logs to Lumber program provides job training for students and wood to the local school district for their shop programs. Staff were trying to find a use for the wood from any tree removed from the City right-of-way. Prior to removal of a tree, Staff determine which sections are worth milling and which should be chipped or donated as firewood.

The initial batch of lumber was milled and stacked to dry before kiln drying and sanding. It can then be transported to a retail partner or customer to be turned into furniture or art. Information about this milling process is posted near the tree when designated for removal to indicate that although the tree will be removed, the wood is not going to waste. To date, about 7,000 board feet of wood has been saved, which correlates to almost 54 MT CO2e¹.

¹ <http://www.forestry.state.al.us/howmuchcarbonhaveyoutreesstored.aspx?bv=5>

Information Technology’s computer purchasing, use and disposal – For the sixth year in a row, the City of Corvallis has been awarded the highest level of recognition from the State Electronics Challenge—a national environmental stewardship program—for achievement in decreasing the environmental impact of computer and electronics equipment.



The Information Technology (IT) team achieved these results for their work in three areas – purchasing, use, and disposal. First, only computer equipment that meets Electronic Procurement Environmental Assessment Tool (EPEAT®) standards for energy efficiency and reduced toxicity during manufacturing is purchased. Second, the organization works hard to maximize efficiency of that equipment during use through energy management and paper reduction programs such as operating in energy-saving mode, turning off computers at night and double-sided printing. Finally, at the end of its useful life at the City, computer equipment is either donated for reuse in the community or responsibly recycled.

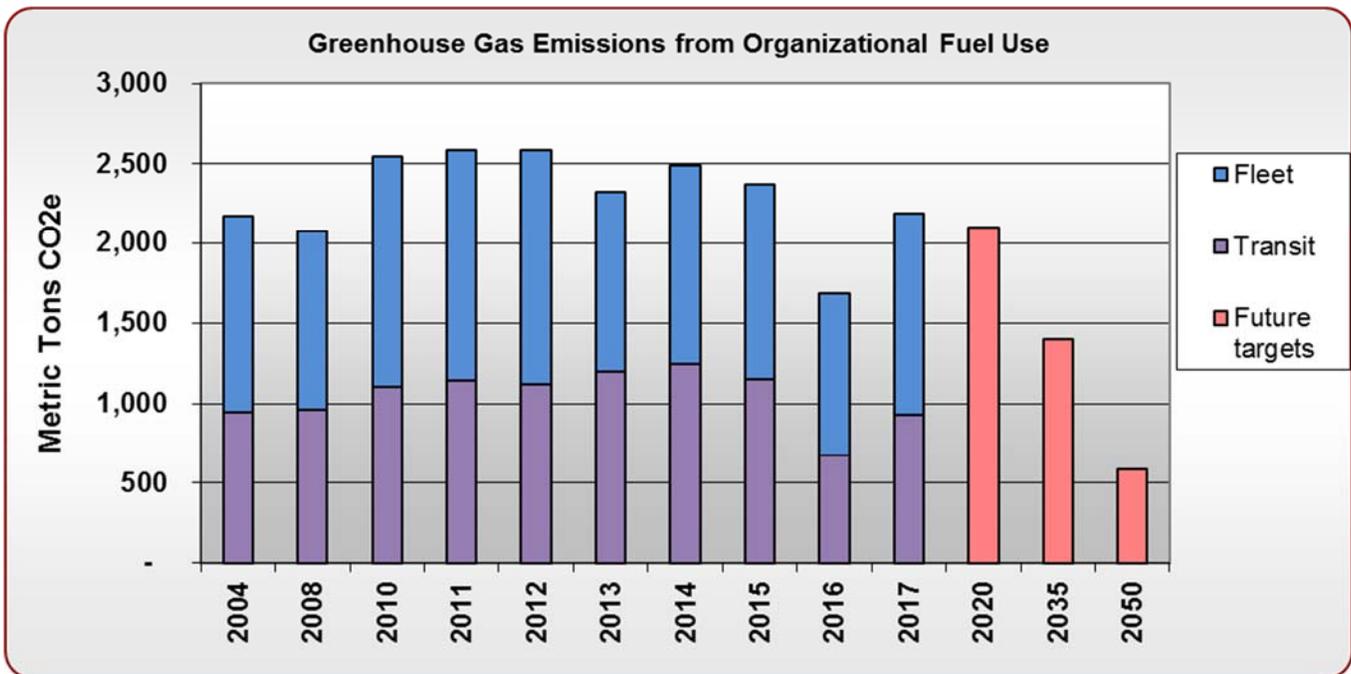
Carpet tiles rather than roll carpets – In places like the Corvallis-Benton County Public Library, Staff have are installing carpet tiles rather than roll carpets. This shift provides multiple benefits, but the main reason from the City’s perspective is the ease of maintenance. Heavily trafficked areas often wear carpeting quickly, either from staining or heavy use. Carpet tiles allow staff to replace only the worn or stained sections and continue to use the sections that are in good condition.

Vehicle Carbon Footprint

Cars, trucks, heavy equipment, transit buses, lawnmowers, and utility vehicles are essential to City services, but they create considerable greenhouse gas emissions from petroleum-based products. The City aims to reduce its vehicle carbon footprint by decreasing fossil fuel use. This will be achieved by purchasing more energy-efficient and alternative-fuel vehicles, changing driving behavior, and increasing the use of lower carbon fuels.

Greenhouse gas emissions from City vehicles - Reduce greenhouse gas emissions from City vehicles (fleet, transit)

| <u>Targets</u> | <u>Baseline</u> |
|--------------------------------|---------------------|
| 2020: 10% below 1990 emissions | 1990: 2,333 MT CO2e |
| 2035: 40% below 1990 emissions | |
| 2050: 75% below 1990 emissions | |



As with the targets for energy use emissions, the targets for this objective were also updated to align with the recently adopted Corvallis Climate Action Plan. The Plan strives for a 75% reduction in greenhouse gas emissions by 2050 (as compared with 1990 levels). This equates to about a 3.2% annual reduction, factoring in projected population increases.

The amount of fuel used by the organization decreased by about 4,000 gallons between 2017 and 2016, but emissions increased. Year over year there tend to be fluctuations in fuel usage due mainly to snow and ice events and transit route changes, but with a decrease in fuel use the increase in emissions does not seem reasonable. The answer is because of the type of diesel fuel used, which is explained in detail below.

Related Actions

Diesel, Bio-Diesel and Renewable Diesel – The organization has been working on using lower-carbon diesel fuels since October 2015 when City fleet and transit vehicles began to test renewable diesel as a substitute for the biodiesel blend (B5) that had been used. Renewable diesel fuel is made from vegetable oils and animal fats, burns significantly cleaner than regular diesel or biodiesel, and provides more power to the engine. The City began using a mix of 50% diesel and 50% renewable diesel (R50) in October 2015 and saw a slight drop in greenhouse gas emissions for the year. After experiencing no problems and better performance in nearly all the fleet and transit vehicles, in May 2016, Public Works garage employees decided to switch to a mix of 1% diesel and 99% renewable diesel (R99). As the chart above shows, the use of renewable diesel as a replacement for biodiesel in 2016 significantly reduced emissions – a full year of renewable diesel, five months using R50 and seven months using R99 – that

led to a 19% reduction in emissions from fuel use compared to 2004, helping the organization surpass the target for year 2020.

However, in mid-2017, renewable diesel was no longer available. The State of Oregon required fuel suppliers to provide the exact percentage and source of the palm oil in their renewable diesel. Suppliers were unable to provide that information and the supply was cut off. R99 was used through the month of May, then B5 was used for the remainder of the year. This led to a 30% increase in emissions compared to 2016. It is likely that a new renewable diesel product will be available in 2018 and the City will begin testing it with a 20% mix (R20).

Waste Reduction

The waste reduction goal encourages staff to not only reuse and recycle, but also to prevent waste by reducing consumption and considering the entire life cycle of a product.

Staff conducts waste audits and measures success by the diversion of waste from the landfill, an increase in materials recycled or reused, and financial savings from smaller garbage containers.

Waste from City operations – Reduce waste from City operations sent to landfill.

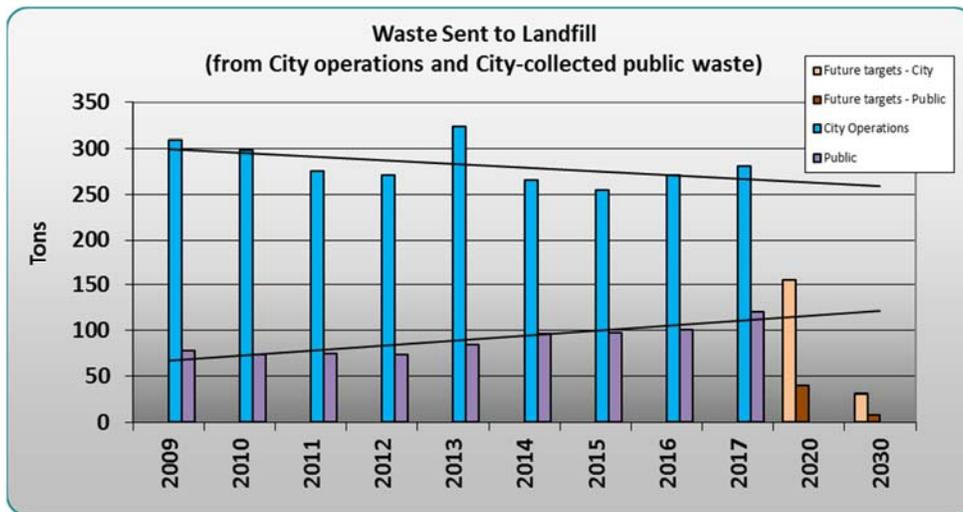
Targets
 2020: 50% reduction from 2009 baseline
 2030: 90% reduction from 2009 baseline

Baseline
 2009 - 186 tons of waste to landfill from City operations.

City-collected public waste – Reduce City-collected public waste sent to landfill (from Library, parks etc.)

Targets
 2020: 50% reduction from 2009 baseline
 2030: 90% reduction from 2009 baseline

Baseline
 2009 - 202 tons of waste to landfill from the public collected by the City.



The total waste sent to the landfill in 2017 increased by 30 tons over 2016 to 402 tons. Approximately 20 tons of that increase were from the public waste collected by the City. Public waste, when tracking began in 2009, comprised 20% of the total sent to the landfill. In 2017, that amount has increased to 30%. Much of that public waste is from illegal camps on City property. The primary contributor to the uptick in operational waste is due to an increase in waste from storm drain cleanings, which can fluctuate from year to year. Significant progress needs to be made to achieve the organizational goal of a 50% reduction by 2020.

Related Actions

Recycling trainings – Working with staff from Republic Services, presentations were made to most departments on changes in the recycling standards and how to recycle at work.

Material reuse – The Marys River Boardwalk washed out in a flood several years ago. The Parks and Recreation Department was able to reuse many of the support beams on two new regulation-sized bocce ball courts located at Crystal Lake Sports Fields.

Sustainability in the Community

Although the primary focus of the sustainability program is internal operations, the City also is involved with community sustainability efforts primarily through collaboration with community groups and through the on-the-job and volunteer efforts of our employees. Some of the collaborative projects include:

Mayors National Climate Action Agenda – Corvallis Mayor Biff Traber signed onto the Mayors National Climate Action Agenda, a network of cities around the country that have committed to working together to develop innovative action on mitigating and adapting to climate change. “I explored the Corvallis Climate Action Plan and found that our own goals either aligned, or in some cases exceeded proportionately, our share of the U.S. commitment made in the Paris Climate Agreement,” Traber said. “It made perfect sense for Corvallis to sign onto this important national initiative.”

Caring for children in the community – Throughout the organization, employees from every department collectively bought and wrapped gifts for 48 children in foster care. Additionally, the Fire Department sponsored children in 28 Community Outreach programs.

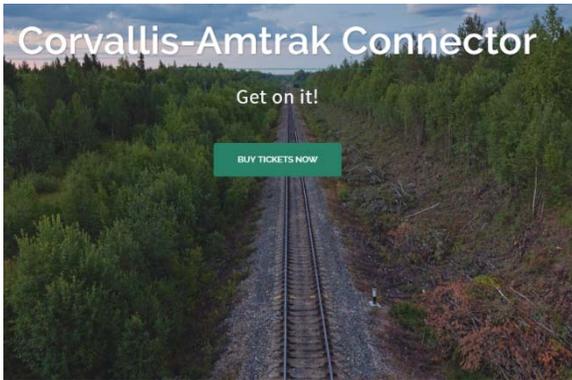
Electronic filing of permits – In what has become an on-going collaborative project of the Information Technology and Community Development Departments, nearly 50% of all Development Services permits were filed electronically in 2017. This helps reduce community emissions since it eliminates at least one, and potentially several, trips to City Hall to obtain the permits required for construction or new development activities.

Georgetown University Energy Prize competition – For two years, 50 communities from across the nation competed for the Georgetown University Energy Prize (GUEP), a national competition to rethink the way small- to medium-sized towns, cities, and counties in the U.S. use energy. Although Corvallis was not the grand prize winner, our community won in many ways. During the two-year competition, our community saved an amazing \$3.6 million in electricity and natural gas bills based on actions implemented by community members, businesses and municipal government. That translates to 12,817 MT CO₂e eliminated, or the amount of annual emissions from nearly 1,400 homes.

It took a wide variety of programs and partnerships to accomplish this task. It started with a partnership between several community groups including the Corvallis Environmental Center, the City of Corvallis, the Corvallis Sustainability Coalition, Oregon State University, and Energy Trust of Oregon. These entities worked to combine existing programs and expertise and to develop new programs that reduced electricity and natural gas usage across the community. *Take Charge Corvallis!* encourages community members to choose energy saving actions that are right for them. In 2016 alone, 1,060 Corvallis residents pledged to take 4,600 energy-saving actions. The *Bright Idea Campaign* was a partnership between the Corvallis Environmental Center and the City of Corvallis to distribute 35,000 LED lightbulbs to Corvallis residents – often directly to their door or through their children’s schools. Over twenty community organizations participated in some capacity in one of the many programs. The group’s goal of a 5% reduction in Corvallis electricity and natural gas use was achieved for both types of energy.

Decem-Beard Shave-Off – A group of stalwart Corvallis Police Officers were spotted around town just before the holidays displaying stylish new handlebar mustaches, courtesy of Brett and Kim at City Barber Shop. The Decem-Beard Shave-Off was part of a fundraiser to benefit ABC House. Everyone who donated had an opportunity to vote for which facial hair style would be inflicted upon the assembled police officers. "The Handlebar" was the runaway winner! The fundraiser raised more than \$400 for ABC House.





Connecting communities – The new Corvallis-Amtrak Connector bus service was launched in August, providing service Thursday-Monday from Corvallis to the Albany Amtrak Station. There are five runs per day from convenient Corvallis pick-up locations, scheduled to connect with northbound Amtrak Cascades trains. This pilot program is funded by a grant from the Oregon Department of Transportation.

Looking Ahead to 2018

Each year, the City’s Sustainability Steering Committee and Sustainability Core Team work with the sustainability program to develop a work plan within each sustainability goal area. The 2018 Work Plan design process ensured that goals from both the Strategic Operational Plan and the Climate Action Plan were included. Departments, work groups, or individuals are identified as champions of each project, with projects expected to be completed within the year.

2018 Sustainability Work Plan

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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Goal: Employer of Choice |
| Develop an action plan based on results from the 2017 Employee Engagement Survey. |
| Develop a feedback survey for the supervisor training program. |
| Goal: Sustainable Facilities |
| Participate in Pacific Power’s Strategic Energy Management program at the Wastewater Reclamation Plant to identify areas to improve energy efficiency, then identify sources of funding and implement feasible projects. |
| Public Works engineers attend trainings on LEED (or equivalent) for facilities and infrastructure construction to ensure compliance with City’s policy for LEED Silver equivalence on new construction. (from Corvallis Climate Action Plan, initial steps for Buildings & Energy MO-10) |
| Convert remaining applicable City facilities lights to LEDs, prioritized by cost-effectiveness. (from Corvallis Climate Action Plan, Buildings & Energy MO-4) |
| Goal: Sustainable Purchasing |
| Increase the City’s purchases of renewable electricity to add usage equivalent to that from streetlights and traffic signals. (from Corvallis Climate Action Plan, Buildings & Energy MO-2) |
| Review sustainable purchasing practices with key purchasing personnel in all departments. |
| Goal: Vehicle Carbon Footprint |
| Promote employee use of alternate commute modes, including carpooling, transit system, walking and biking. Conduct surveys before and after to identify changes in behavior. (from Corvallis Climate Action Plan, Land Use & Transportation MO-3) |

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| Goal: Waste Reduction |
| Identify 2-3 departments or divisions for waste audits and provide results to those areas. |
| Implement at least one Capital Improvement Plan project using new Waste Management Plan practices to reduce construction and demolition debris. |

Conclusion

The City of Corvallis continues to take strides towards resource efficiency, toxics and waste reduction, and employee well-being. Much like sustainability itself, the end destination remains elusive and far in the future. Staff never waivers from our mission of serving the community and remains dedicated to reducing the impacts of the services that are provided.