



City of Corvallis

Sustainability Report

2019



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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 2019 Sustainability Report

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On the cover: *Rainbow Meadow* by Kirt Edblom at https://www.flickr.com/photos/kirt_edblom/32747607680/.

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.

In 2003, the Corvallis City Council adopted an overarching goal for sustainability. In 2004, they adopted an Organizational Sustainability Policy that provides more direction, including requiring an annual sustainability report.

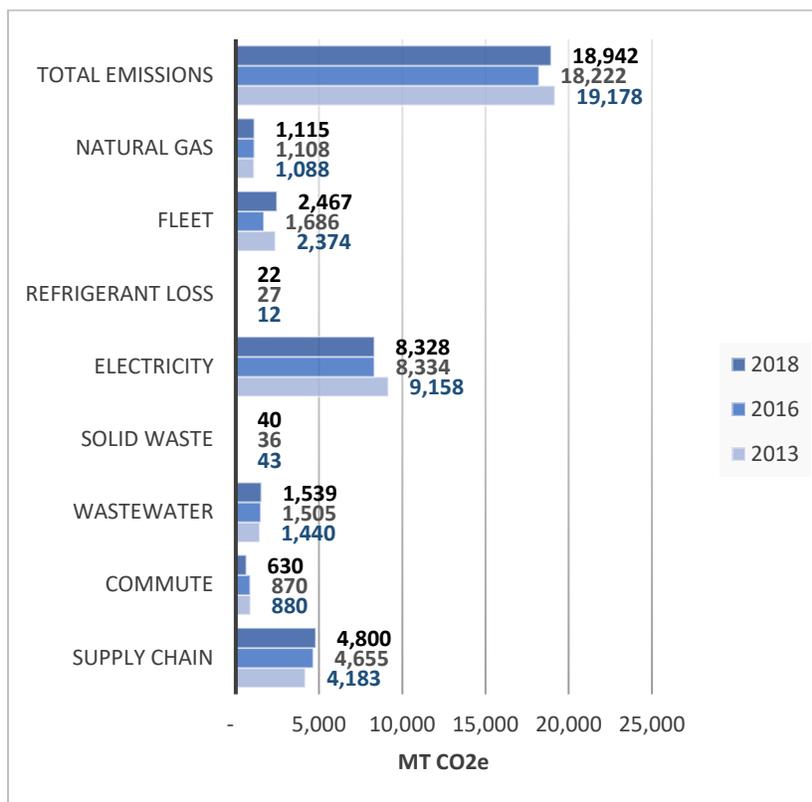
Highlights of Corvallis' Sustainability Efforts

Organizational Greenhouse Gas Inventory for 2018

The City conducted an inventory of total greenhouse gas emissions for calendar year 2018. Biennial inventories of emissions are required by the Corvallis Climate Action Plan, adopted by the City Council in December 2016. Greenhouse gas inventories are an important tool for tracking the City's progress toward emission reduction goals.

Total greenhouse gas emissions from City of Corvallis operations for calendar year 2018 were 18,942 MT CO₂e. That is 1.2% below 2013 emissions, the first year an inventory was conducted, for an average 0.25% annual decline. This compares to the Corvallis Climate Action Plan (CAP) target of a 3.2% annual decline. In the two years since the 2016 greenhouse gas inventory, emissions increased 3.9%; or 1.96% annually.

The population of Corvallis has grown by 4,000 since 2013. As an organization serving a growing population, it is useful to look at emissions per capita, which have dropped nearly 7.8% since 2013. However, the CAP emission reduction targets consider only total emissions without allowances for growth. The chart below provides a comparison of emissions for years 2013, 2016 and 2018.



More information can be found at the City's Sustainability webpage or [this link](#) to the 2018 Greenhouse Gas Inventory Report.

On-going Work on the Corvallis Climate Action Plan

The Corvallis Climate Action Plan (CAP) calls for reductions in greenhouse gas emissions generated by the community as well as by the City organization. City Council adopted the CAP in December 2016 and the organization moved quickly to incorporate the Plan's action items into our existing Sustainability Work Plan and the Council-adopted Strategic Operational Plan. Among the action items achieved in 2019:

- Update the Water Master Plan to include consideration of climate change impacts. (Urban Natural Resources category, action AO-2)
- Complete a feasibility study and plan for onsite and rooftop solar electric and hot water for buildings. (Buildings & Energy category, action AO-3)
- Develop a plan for replacing gas-powered vehicles with electric, including the necessary charging station facilities. (Land Use & Transportation category, action MO-2)
- Develop a plan to replace lawn mowers, chain saws, leaf blowers and weed eaters with electric models. (Urban Natural Resources category, action MO-2)

Items identified in the CAP for action in 2020 include:

- Review the Integrated Vegetation and Pest Management policy for all city facilities and train appropriate staff City-wide. Consider need for inputs such as water. (Urban Natural Resources category, action MO-1)
- Investigate lower carbon paving options for inclusion in Requests For Proposals for Capital Improvement Projects. (Initial steps in the Consumption & Waste category, action MO-3)
- Purchase at least 50% renewable diesel fuel. (Land Use & Transportation category, action MO-2)



The 2019 Sustainability Work Plan

At the beginning of each year, the Sustainability Steering Committee, comprised of the City's Department Directors, identifies projects focused on each of the City's sustainability goals. These goals, established in 2010, reflect the sustainable endpoints the organization seeks to achieve across a variety of impact areas. Highlights of the 2019 Sustainability Work Plan are below.

2019 Sustainability Work Plan

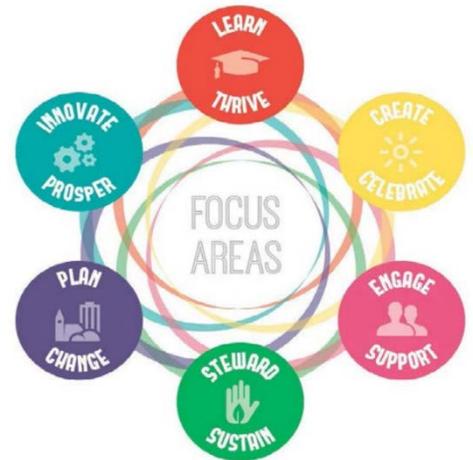
2019 Objective	Progress
Goal: Sustainable Facilities	
Update water master plan to include consideration of climate change impacts. (CAP, Urban Natural Resources category, action AO-2)	Evaluation was completed and used in development of the Water Master Plan to determine likely effects of climate change on future Corvallis water supplies and demand.
Complete a feasibility study and plan for onsite and rooftop solar electric and hot water for buildings. (CAP, Buildings & Energy category, action AO-3)	PV study completed. Ready to incorporate into future Facility Project Plans, budgets, or potential grant funding. Solar thermal studies vary widely by site. Will need consultant-level expertise to conduct.
Goal: Sustainable Purchasing	
Use reusable tableware for at least one all-employee or all-department dining event.	Both the Library and Parks and Recreation departments used a local, free supplier of reusable tableware for various events. The service was also used at the Directors Lunch for 40+ managers and supervisors. For all-employee events, like the picnic, we do not currently have a way to wash such a large quantity of dishes.
Incorporate sustainable procurement language into at least one contract / Request For Proposal (RFP) in each department. Strive for language that can be included / adapted for other contracts / RFPs.	Language developed for inclusion in several 2020 Public Works RFPs and contracts. Language addresses waste reduction, greenhouse gas reduction, use of environmentally preferred products, and social equity.
Goal: Vehicle Carbon Footprint	
Develop a plan for replacing gas-powered vehicles with electric, including the necessary charging station facilities. (CAP, Land Use & Transportation category, action MO-2)	The desired end-state for the organization is to convert all passenger vehicles to EVs, convert all buses to renewable diesel and eventually electric, and convert all other vehicles to the lowest carbon fuel available (with exceptions for law enforcement vehicles where necessary). This end-state addresses all equipment, such as passenger vehicles, transit buses, construction and other diesel equipment, and other areas as technology and budget allow.
Develop a plan to replace lawn mowers, chain saws, leaf blowers and weed eaters with electric models. (CAP, Urban Natural Resources category, action MO-2)	Battery-powered options that meet operational needs will continue to grow and be integrated into our operations as existing combustion engine units come due for replacement. To date, there are two battery-operated chain saws, one hand blower in use and one walk-behind mower has been identified that could replace a current mower when it ages out.

2019 Objective	Progress
Goal: Waste Reduction	
Provide recycling/waste prevention trainings for casual and temporary workers (Parks, Public Works especially).	Training completed for summer staff at Osborn, summer Recreation Leaders (30) at Avery, and PW Stormwater casual employees (5).
To encourage waste reduction of community groups using City facilities, pilot a policy for the Library requiring groups to manage the waste that they generate.	The current Library policy, in place since 2013, states, "Trash or recyclables that do not fit into the provided receptacles must be removed by the user." A focus on increasing awareness among users improved compliance. Will expand policy to all City rental facilities in 2020.
Goal: Employer of Choice → Employee Engagement	
Replace "Separation Rate" with a measure that better quantifies employee engagement.	Track 'safety' (rather than 'injuries'), Spring Fitness Challenge participation, and add five questions to the Engagement Survey to be tracked over time: <ol style="list-style-type: none"> 1. My work gives me a feeling of personal accomplishment. 2. There are opportunities for me to develop my career in the City. 3. I get the training I need to do my job well. 4. I feel valued for the work I do. 5. I would recommend the City as a good place to work. Rename the goal Employee Engagement.
Increase participation in Spring Fitness Challenge.	Outreach sessions, materials, and prizes designed to increase participation resulted in a 21% increase, helping the City surpass its target.

Strategic Operational Plan Implementation

The Strategic Operational Plan (SOP) is updated and approved by the City Council. Significant commonality exists between the SOP and the organization's sustainability efforts. Tasks accomplished during 2019 from the 2018 update of the SOP include:

- Increased transit service frequency and annual transit passenger trips per capita. (from the SOP's Vision focus area Plan & Change, Policy Priority statement 4, Actions B and G)
- Updated the municipal operations GHG inventory using 2018 data. (SOP Vision focus area Steward & Sustain, Policy Priority statement 8, Action A)
- Increased renewable power used to provide City services. (CAP, Buildings & Energy category, action MO-2) and (SOP Vision focus area Steward & Sustain, Policy Priority statement 8, Action B)
- Developed a plan to convert transit fleet to electric vehicles. (CAP, Land Use & Transportation category, action MO-2) and (SOP Vision focus area Steward & Sustain, Policy Priority statement 8, Action D)
- Reduced greenhouse emissions from City fleet. (CAP, Land Use & Transportation category, action MO-2) and (SOP Vision focus area Steward & Sustain, Policy Priority statement 8, Action E)



In March 2020 the SOP was again updated and adopted by City Council. Some examples from the most recent update that relate to the organization's sustainability efforts include:

- Maintain urban stream corridors. (SOP Vision focus area Steward & Sustain, Policy Priority statement 1, Action C)
- Conduct annual Fair Housing outreach and education activities and workshops. (SOP Vision focus area Engage & Support, Policy Priority statement 10, Action A)
- Reduce livability offenses. (SOP Vision focus area Steward & Sustain, Policy Priority statement 6, Action A)
- Adopt building code amendments requiring new residential buildings to be solar panel ready. (SOP Vision focus area Steward & Sustain, Policy Priority statement 8, Action H)
- Develop an implementation plan for the community sections of the Climate Action Plan. (SOP Vision focus area Steward & Sustain, Policy Priority statement 8, Action M)

Progress toward Organizational Goals

Since 2010, the City of Corvallis has been striving to achieve progress in five sustainability goal areas: Sustainable Facilities, Sustainable Purchasing, Vehicle Carbon Footprint, Waste Reduction, and Employer of Choice (now Employee Engagement).

Development of these goals used 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, on-going programs, and long-range planning strive to simultaneously have a significant positive

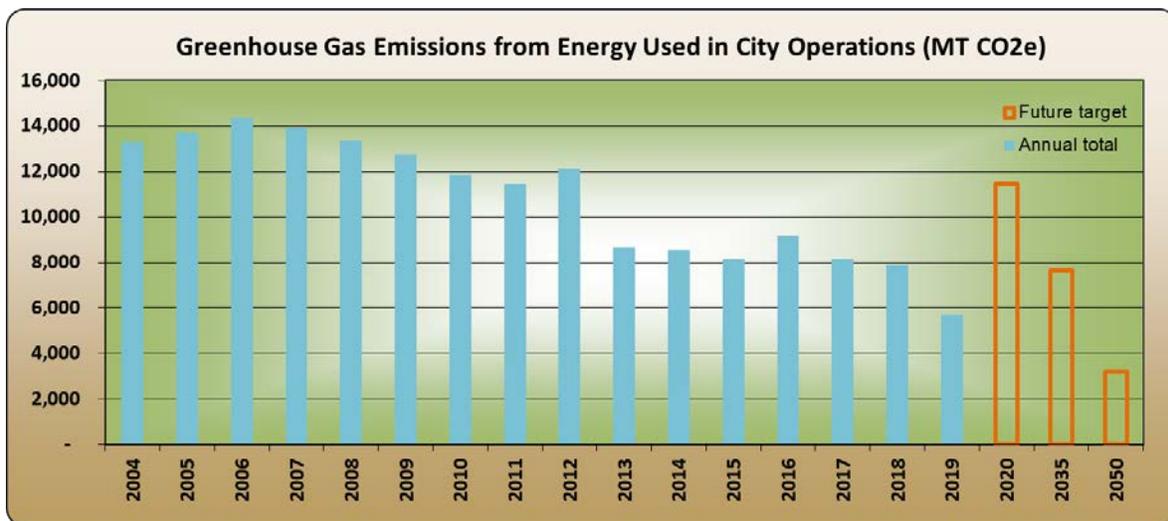
impact on the environment, the economic efficiency of municipal government, and the social character of the workplace.

Sustainable Facilities

Sustainable facilities are those that are 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).*

<u>Targets</u>	<u>Baseline</u>
2020: 10% below 1990 emissions	1990: 12,735 MT CO ₂ e
2035: 40% below 1990 emissions	
2050: 75% below 1990 emissions	



Greenhouse Gas Emissions from Energy Used in City Operations continued its downward trend and we now emit 55% less than our estimated 1990 emissions. This exceeds our targets for both 2020 and 2035 for this source of emissions. Some of the primary factors contributing to this are:

- Total electricity usage was down about 7% since 2018. This can be attributed to on-going energy efficiency projects throughout the organization.

- Special interest should be paid to partnership efforts with Energy Trust of Oregon on Strategic Energy Management programs at the Taylor Water Treatment Plant and the



Part of the process of a Strategic Energy Management program is to assemble and sort through the many ideas generated.



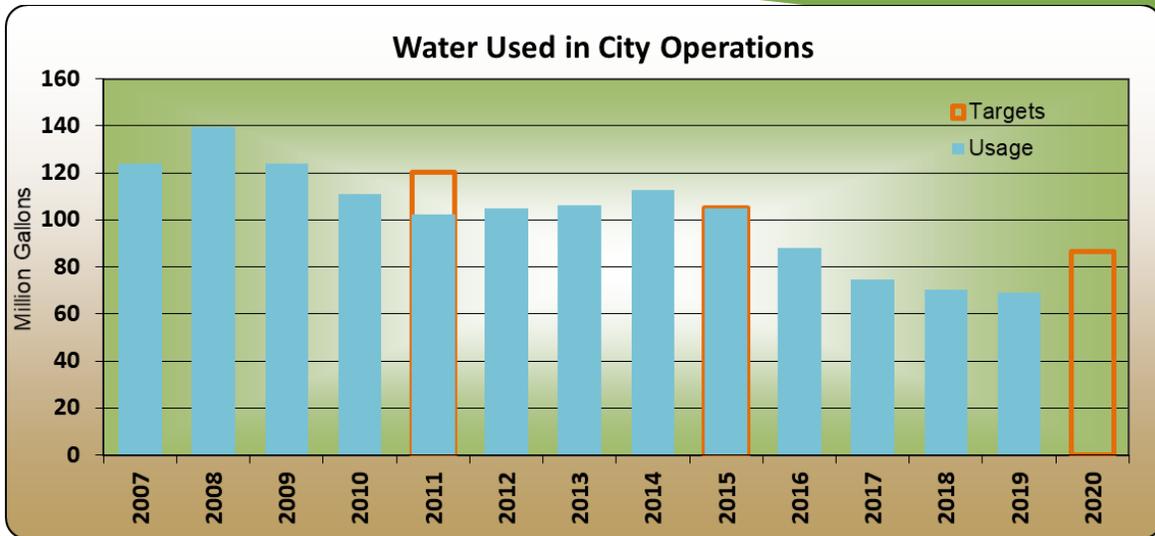
Wastewater Reclamation Plant. The program at Taylor wrapped up with a 5.5% reduction in overall plant energy usage, or \$17,000 in annual savings. The City's Wastewater Reclamation Plant, one of our largest electricity users, uses about 223,000 kilowatt hours every year to treat 4 billion gallons of wastewater. More than 60 potential energy savings projects have been identified for potential implementation.

- Due to the reduction in cost of renewable energy certificates (RECs), Blue Sky 'green' electricity purchases more than doubled from 2018 to 2019. Renewable electricity certificates make up 25% of the City's total electricity use, up from 11% in 2018.
- On the other hand, as a result of vandalism and the resulting equipment malfunctions at the Public Works solar array, on-site solar production decreased from a high of 3.1% of total electricity usage in 2017 to 2.5%. By reducing these issues going forward, we expect to maintain 350-400 MWh of electricity generated on-site annually. New fencing will be completed in 2020 that should greatly restrict access to this site.
- Total natural gas usage increased by about 60 therms in 2019. Emissions have been relatively steady since 2010. Natural gas emissions are included in the chart above. At the City, natural gas is primarily used for heat so dramatically cold weather can cause large increases in use. The Osborn Aquatic Center accounts for more than 60% of total natural gas usage.

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

Targets
 2011: 3% below 2007 use
 2015: 15% below 2007 use
 2020: 30% below 2007 use

Baseline
 2007 – 123,824,684 gallons



Water use declined by about 1 million gallons compared to 2018 and continues the downward trend. Usage is now 44% less than the baseline year of 2007 and well ahead of the 2020 target.

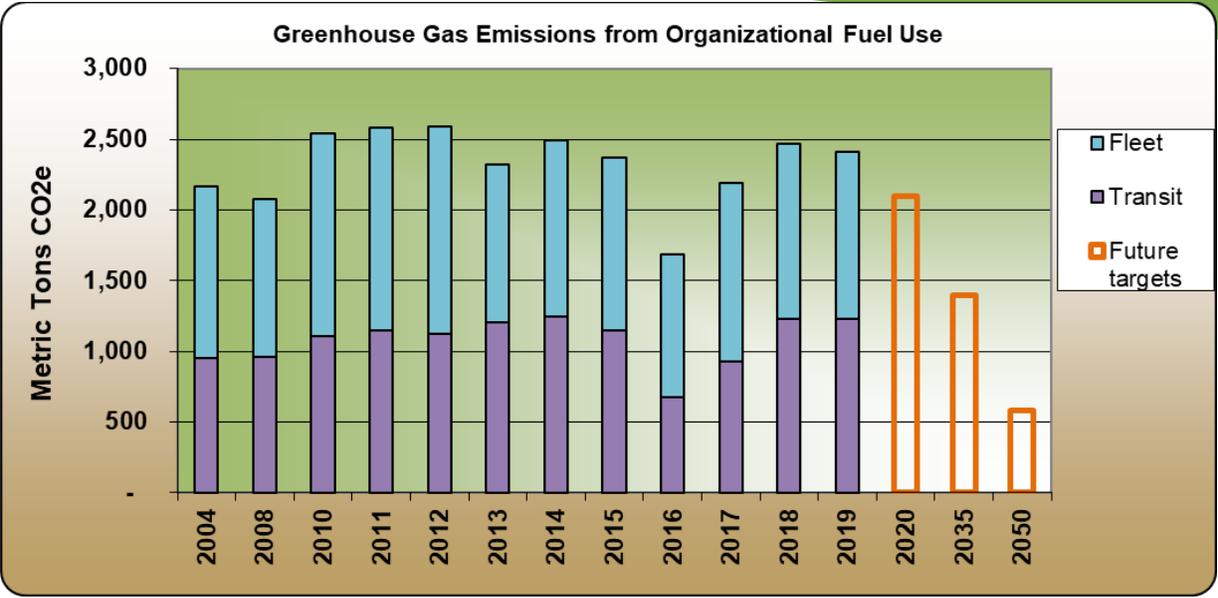
Although 1 million gallons sounds like a lot, with just over 69 million gallons used in 2019, it is difficult to identify the factors and efficiencies that led to that decline. Some possibilities include more efficient plumbing fixtures at the Osborn Aquatic Center and an increased use of water wise landscaping in several areas.

Vehicle Carbon Footprint

Cars, transit buses, trucks, heavy equipment, 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 CO ₂ e
2035: 40% below 1990 emissions	
2050: 75% below 1990 emissions	



Greenhouse gas emissions from organizational fuel use increased 3.2% since the 1990 baseline year. However, total fuel usage is up 24.7% since 2004 (our earliest year with complete data). The discrepancy is due to the substitution of renewable diesel and biodiesel blends that create far fewer greenhouse gas emissions compared to traditional diesel fuel. In 2020 we are committed to using a minimum of 50% renewable diesel.

Transit usage comprised nearly 85% of that increase in gallons used since 2004. In 2019, Transit use increased about 10,000 gallons over 2018, primarily due to an increase of 9,000 hours of services financed through State-wide Transportation Improvement Funds (STIF). These services were most broadly seen as the addition of Sunday routes and an improved frequency of service. While not reported here, the increase in community transit service has a direct impact in reducing GHG emissions from single use cars in the community.

Fuel usage for the City’s fleet, not including transit, increased slightly.

The City has developed a plan to replace gasoline-powered vehicles with electric models and will begin the transition this year as vehicles come due for replacement. Similar efforts are being made with equipment like lawn mowers, chain saws, leaf blowers and weed eaters. In addition to our commitment to use at least 50% renewable diesel fuel, other commitments to reduce our vehicle carbon footprint include:

- Purchasing several electric vehicles to continue the transition of our fleet.
- Developing a strategy to transition to electric transit buses, including applying for grant funding for buses and infrastructure.

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 the ability to move to 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 - 310 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 - 78 tons of waste to landfill from the public collected by the City.



Total waste to the landfill increased 18% since 2009 (our earliest year with complete data).

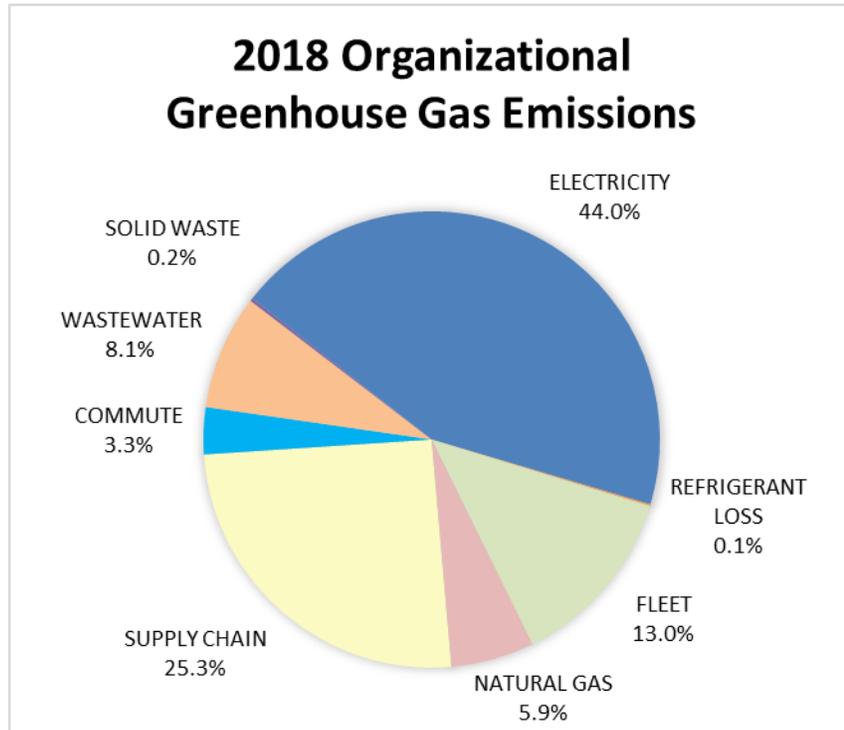
Estimates for operational and public waste are determined by the location of the pick-up site. Waste collected from public sites increased 85% since 2009 while organizational waste increased 1.7%. The trend lines in the chart above show how waste from public and operations have changed over time.

According to rough estimates by staff, waste collected from illegal camps located on the Public Works compound totaled nearly 1,000 yards in fiscal year 17/18 compared to 90 yards in fiscal year 19/20 (to date). Staff believe this significant reduction can be attributed to more frequent patrolling of the compound. Consistency of enforcement is seen as an important component as these efforts continue, but this level of attention is not possible in other areas where illegal camping occurs, such as City parks, which continue to require frequent clean-up and contribute to the increasing public waste number.

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 (SOPs) for areas of highest impact. This includes increasing purchases from local vendors and including emissions from purchased goods and services in the City’s organizational greenhouse gas inventory.

The most recent Organizational Greenhouse Gas Inventory, conducted for calendar year 2018, shows that emissions from the City’s consumption of goods and services were 4,800 MT CO₂e, or 25.3% of total emissions. Overall emissions increased 14.8% since 2013 and 3.1% since 2016. The percent of total emissions from the supply chain held relatively steady since 2016 when it was 25.5%. As a comparison, emissions from the supply chain were second only to those from electricity use (44%).



Emissions from this category include purchases of machinery, operating supplies, services, vehicles, computer and electronics equipment, and many others.

The increase in the City’s emissions associated with the consumption of goods and services relates to shifts in budgets from year to year. In 2018, categories that saw the greatest increase in spending (and therefore, emissions) were primarily connected to special projects such as the demolition of an old residence at Bald Hill Reservoir, construction of a new residence at the Rock Creek Water Treatment facility. Other areas, such as employee engagement trainings and insurance expenses, have smaller greenhouse gas footprints per dollar spent but saw increases in spending in comparison to 2016.

Several projects, described below, were completed or implemented into standard procedure in 2019. However, those efforts may not be evident in the greenhouse gas inventory due to the imprecise methodology inherent in greenhouse gas calculation tools for measuring emissions from purchases.

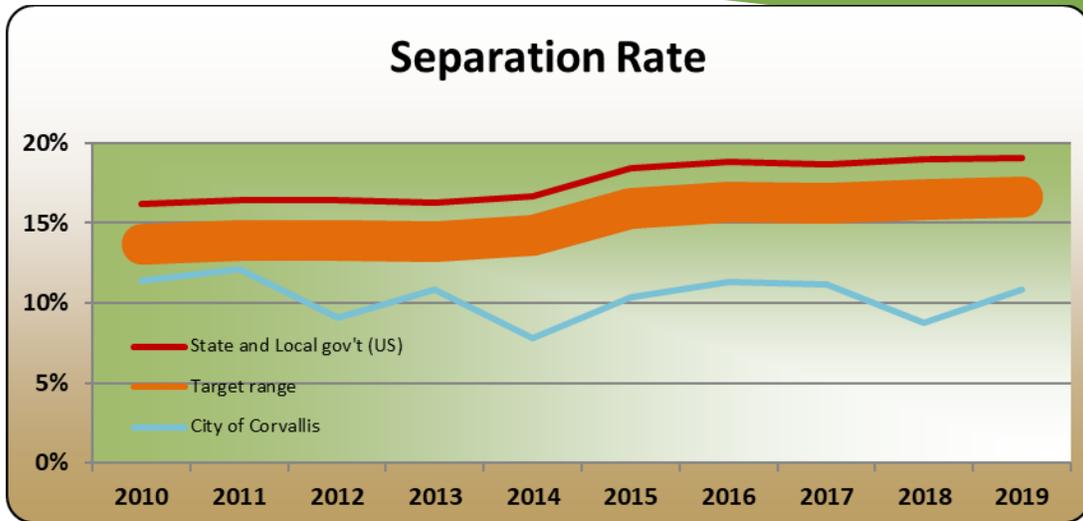
- The City of Corvallis uses over 850 desktop, notebook, and tablet computers, plus about the same amount of monitors. Add to that 104 copiers/printers and you have an incredible amount of devices to manage and maintain to provide staff the tools to conduct City business. Those devices use a lot of energy and can create toxic environmental effects during their manufacture and disposal. The City's Information Technology Department works to minimize the environmental impact by using two certification systems as part of their criteria for computer equipment purchases: Energy Star and EPEAT. Those efforts have helped the City receive gold-level certification from the State Electronics Challenge for the eighth consecutive year.
- After several years of either donating used cell phones or collecting them for disposal, the City entered into agreements with our cell phone suppliers to participate in take-back programs when equipment reaches the end of its useful life. In 2019, the last 99 phones were sent for recycling through a facility where components and precious metals are recovered by processors who are Oregon Department of Environmental Quality approved, and R2 and/or e-Steward certified.
- In an effort to purchase less, City Services - Billing started using reusable envelopes to mail their bills, a practice that has been well-received by the public while it reduced costs. They have also implemented an online Start/Stop service request form. Now customers can make their request online at any time. Additionally, roughly 24% of community members chose to receive e-bills, or electronic statements. In 2019, nearly 4,000 customers received an e-bill monthly, saving about \$33,000 in postage, printing and envelope costs.



Employee Engagement

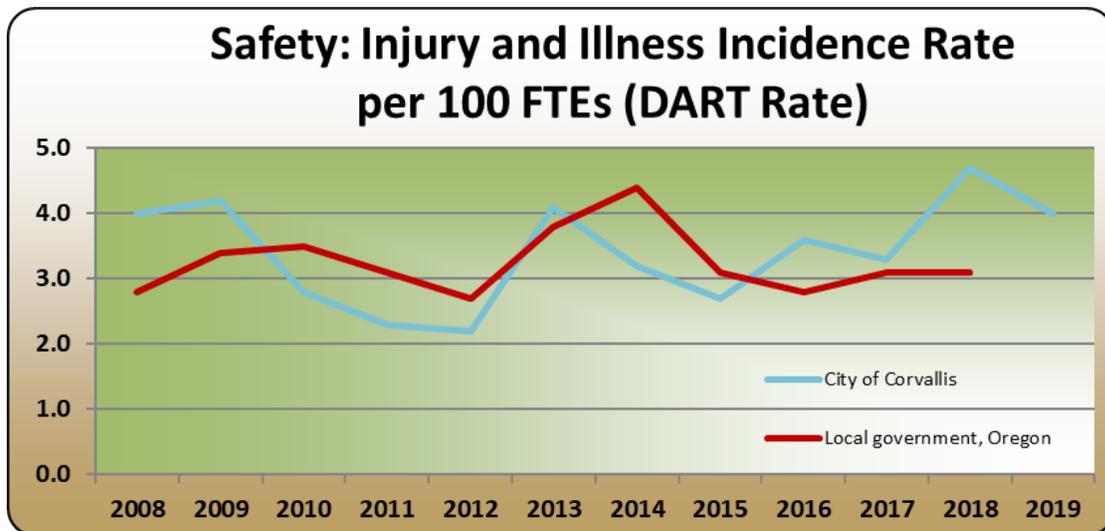
This goal has a new name to reflect our organizational focus. Formerly Employer of Choice, Employee Engagement strives to push the City to be an employer whose practices, policies, benefits and overall work conditions enable us to successfully attract and retain talent. This social sustainability goal focuses on the issues of turnover, safety, and employee wellness. To assess progress, we track key indicators and compare those to either our past performance or industry standards.

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 comparators (nation-wide State and local governments) as well as below our target range (2-3% below comparator).

Safety 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).*

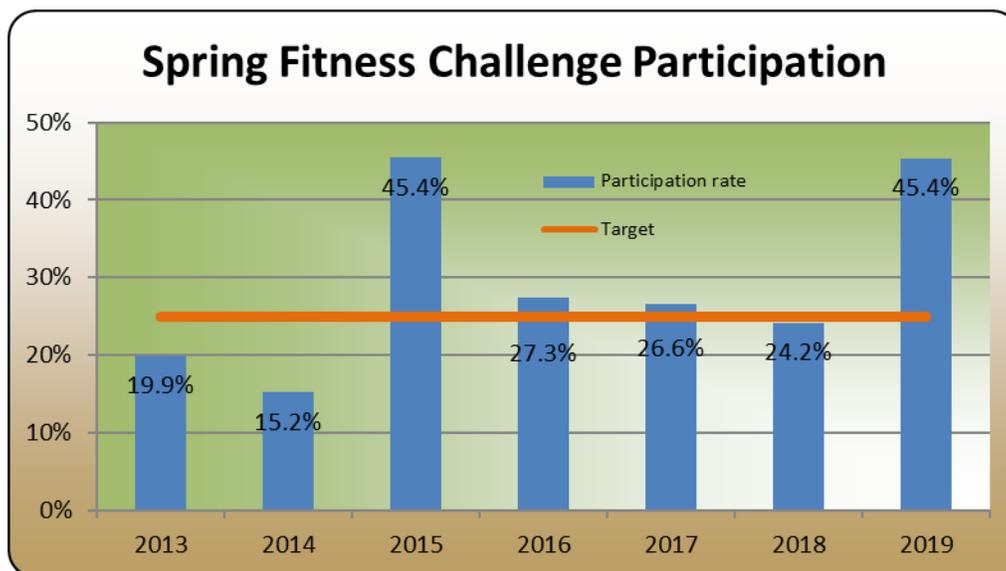


The DART rate shows the relative level of injuries and illnesses among different industries or organizations. We compare the City's DART rate to the rate for the category Local Government, Oregon. These rates can help determine both problem areas and progress in preventing work-related injuries and illnesses. Comparators for this rate lag about a year behind the City data, which is calculated at the close of every calendar year. The City's DART rate for 2018 was above the industry comparator for the third year in a row, but declined in 2019.

The City has targeted sprains and strains, our highest injury frequency, with stretching programs that include core strengthening, in order to improve total worker health and wellness to help

reduce injuries. In particular, our most physical departments have increased core strength training this past year. Additionally, as a part of our Safety Program, every accident is analyzed for process, policy, and procedural improvements regardless of whether that accident is serious enough to affect our DART rate.

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



After several years, participation dropped below the 25% target in 2018. Extra efforts implemented in 2019, such as prizes and stronger outreach both before and during the event, nearly doubled participation. These efforts will remain in place to encourage everyone who works at the City to maintain healthy living habits.

Sustainability in the Community

Although the primary focus of the sustainability program is internal operations, the City is also 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:

- The City earned a pair of high-profile forestry honors in 2019. The City was named “Oregon Tree City of the Year” by Oregon Community Trees, a nonprofit that encourages community engagement in urban forestry, and the Oregon Department of Forestry. The City also marked its 18th year as a Tree City USA recipient, achieving Sterling status from the program in recognition of 10 years of sustained growth of its urban forestry program. In giving Corvallis the “Oregon Tree City of the Year” award, Oregon Community Trees praised the City’s urban forestry program as a “leader and an innovator in urban and community forestry” that works to develop a “diverse, healthy tree canopy throughout its city limits.”





- The City of Corvallis Police Department, Community Livability Unit was the 2019 recipient of the Sheldon Wagner Public Health Service Award. The Benton

County Health Department awards this honor to acknowledge persons whose work embodies the spirit of compassion, dedication, achievement and commitment to improving public health. The Community Livability Unit is responsible for establishing relationships within the community, providing crime prevention, education, and enforcement functions. These uniformed patrol officers work in collaboration with other units within the police department, community groups, and Oregon State University to provide a safe and secure environment for all community members.

- As of the writing of this report, the City has installed green pavement markings to better define bike lanes at 12 intersections across town. These give bikers a better sense of safety in intersections that can often be confusing with multiple modes of transportation crossing paths.



Looking Ahead to 2020

As we do 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 2020 Sustainability 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.

2020 Objective
Goal: Sustainable Facilities
Review the Integrated Vegetation and Pest Management policy for all city facilities and train appropriate staff City-wide. Consider need for inputs such as water. (CAP, Urban Natural Resources, action MO-1)
Develop and implement management plans for Witham Hill Natural Area. (SOP Vision focus area Steward & Sustain, Policy Priority statement 1, Action A)
Investigate the feasibility of waste oil heating for the new garage space.
Goal: Sustainable Purchasing
Investigate lower carbon paving options for inclusion in RFPs for Capital Improvement Projects. (Initial steps for CAP, Consumption & Waste, action MO-3)
Purchase additional electric vehicles to continue the transition of our fleet. (CAP, Land Use & Transportation, action MO-2)
Update the Energy Conservation Policy to include LEED Silver certification levels for Operations and Maintenance (O&M) activities for volatile organic compounds (VOCs) in paints and finishes.

Goal: Vehicle Carbon Footprint
Purchase at least 50% renewable diesel fuel. (CAP, Land Use & Transportation, action MO-2)
Develop a strategy to transition to electric transit buses.
Goal: Waste Reduction
Expand Library waste reduction requirements for room rentals to all facilities available to the public. Includes signs and receptacles (where needed), renter education, and staff training.
Seek methods for reuse of Library discards to reduce recycled or landfilled materials.
Designate a work-area recycling representative to update signage, monitor and train, including custodial staff training.
Conduct recycling training for new employees at their regular work site.
Use reusable tableware at the All Employee Picnic.
Goal: Employee Engagement
Conduct employee engagement survey.
Create an action plan based on the employee engagement survey results.

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.

More information on the Sustainability Program at the City of Corvallis can be found at www.corvallisoregon.gov/sustainability.