



City of Corvallis

City Council Policy – General

Policy # 1.08

Organizational Sustainability



Policy:

The City recognizes its responsibility to

- protect the quality of the air, water, land, and other natural resources and to conserve these resources in its daily operations;
- minimize organizational impacts on local and worldwide ecosystems;
- use financial resources efficiently and purchase products that are durable, reusable, non-toxic, and/or made of recycled materials; and
- treat employees in a fair and respectful manner, providing an inclusive work environment and helping staff develop their full potential.

The City 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 are able to simultaneously have a significant positive impact on the environment, the economic efficiency of municipal government, and the social character of the workplace. Departments promote actions which are environmentally and socially beneficial, while also being economically intelligent.

Environmental Sustainability

The City values actions that are beneficial for the natural environment, as well as for the health and safety of employees and the public and that go beyond regulatory compliance to minimize the City's environmental impacts.

The organization seeks to enhance environmental sustainability through practices that promote clean air and water and reduce:

- solid and hazardous waste;
- use of toxic substances;
- emissions of greenhouse gases and pollutants; and
- consumption of energy, water, and natural resources.

Decisions take into consideration protection of open space, protection and restoration of habitat, and preservation of natural biodiversity.

Economic Sustainability

The City values wise use of public funds and considers the full cost or life-cycle cost implications of its efforts.

The organization seeks to enhance economic sustainability through purchasing parameters and guidelines that ensure an analysis of sustainably preferable options occurs with each purchase. Decisions take into consideration the time frame within which any incremental initial costs will be paid back from the benefits achieved by environmental or social investments and the need to maintain a healthy financial situation to ensure continued services to the community.

Social Sustainability

The City values an open and friendly organization that is free from bigotry and intimidation and exercises policies and programs that make it an Employer of Choice. In addition, the services provided to community members do not burden or unfairly impact any one sector of the community.

The organization seeks to enhance social sustainability through a respectful work environment and an organizational culture that includes:

- equal access to opportunity, recognition, and reward;
- engagement in the workplace and organizational goals;
- lifelong learning and adaptability to change; and
- overall physical, emotional, and financial health, fostered through a positive work/life balance.

Implementation

The organization is managing its sustainability efforts by developing and implementing elements of a Sustainability Management System (SMS). The SMS follows the ISO 14001 standard but, in keeping with the triple-bottom-line framework, weighs social and economic considerations, along with environmental ones.

An organizational steering committee adopts and implements sustainable strategies and practices in the departments. Along with an implementation team, the committee creates goals, develops metrics, prioritizes projects, investigates new technologies, and measures success.

The City Manager promotes the objectives of the Policy, adopts and implements sustainable strategies and practices in the departments, documents department progress towards sustainable development on an ongoing basis, and directs the preparation of an annual report on progress achieved, as well as the objectives to achieve before the next annual review.

Departments inform, educate, encourage, and hold employees accountable for actively participating in programs and policies promoting sustainability; providing the organization with an opportunity to become a community leader.

Staff seeks to continually improve best-management practices for work activities resulting in more sustainable operations in each of the triple-bottom-line components.

Purpose:

The City Council has demonstrated its concern for a sustainable community through the Corvallis *"2020 Vision Statement."* The purpose of this Policy is to ensure City departments develop practices that achieve a more-sustainable workplace through plans and programs that promote a balance of environmental values with economic and social equity values in the expenditure of public funds. The City Council, in its leadership position, sets an example by adopting sustainable business practices in its activities and providing the resources necessary to allow the organization to be successful in its sustainability efforts.

Scope: This Policy applies to all City departments and City employees.

Goals: Encourage, develop, and support connections between environmental quality, economic vitality, and social equity.

Include long-term and cumulative impacts in decision making.

Use City resources efficiently and reduce demand for natural resources, such as energy, land, and water, as a first alternative to expanding supply.

Focus on solutions that prevent pollution through planned, proactive actions that go beyond regulatory compliance.

Attract and retain the best-fit employee for each position and for the organization as a whole and commit to staff's continued growth and learning, development of new skills, and willingness to take on new challenges.

Increase diversity and diversity awareness in the workforce and provide a positive, respectful work environment, with open and honest communications.

Be a model of sustainable operations for other public and private organizations and support and implement innovative programs that maintain and promote Corvallis' leadership as a sustainable city organization and provide services in a way that fosters a more sustainable community.

Definitions:

Employer of Choice: An organization recognized for its leadership, culture, and best practices that attract, optimize, and hold top talent, achieving organization objectives.

Greenhouse Gases: Include carbon dioxide, methane, nitrous oxide, ozone, and chlorofluorocarbons (CFCs). Activities that emit greenhouse gases into the atmosphere include using non-renewable energy sources, such as coal, natural gas, and gasoline to power buildings, street and traffic lights, motor vehicles, and equipment.

ISO 14001: International Organization for Standardization's family of standards for environmental management systems (EMS), addresses the environmental impact of an organization's processes, products, and services on the environment.

Life-Cycle Cost Analysis: Examination of the full life of a product and its impact on the environment, including the resources used to acquire the raw material and to manufacture, process, transport, and install the material; the accrued life-time maintenance costs; and the final disposal (including recycle or reuse) of the product.

Sustainability: 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.

Triple bottom line: A framework for measuring and reporting organizational performance against environmental, economic, and social parameters. The term

is used to capture the set of values, issues and processes that organizations must address to minimize harm and create environmental, economic, and social value.

Review/Update: The Public Works Director will prepare this Council Policy for review every two years for Council approval.

Rev #	Name	Change Date	Character of Change
0		05-17-2004	Adopted
1		10-17-2005	Affirmed
2		12-04-2006	Amended
3		10-20-2008	Amended
4		11-02-2009	Amended
5		11-07-2011	Amended
6		11-18-2013	Amended
7	M. Steckel	11-16-2016	Amended