

Implementing Sustainability Human Resources (2010-2015)

Leaner & Greener

April 2011

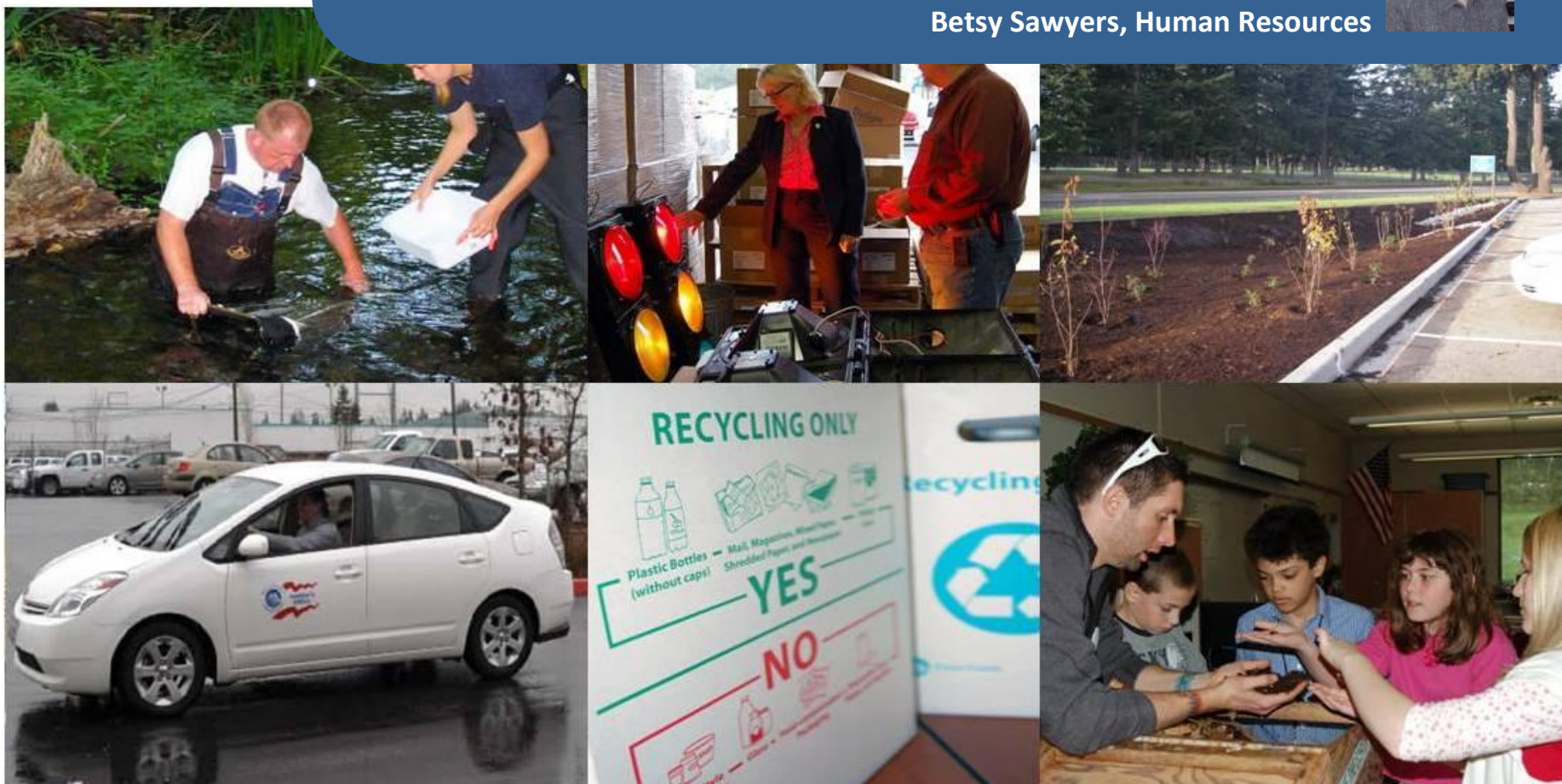


Pierce County
Office of Sustainability

“For Human Resources, sustainability means contributing to the county-wide effort of creating a work environment that is conducive to reuse, less use, and less waste of resources. We understand and support the greater goals of down-sizing our paper and energy usage and promoting cleaner air. We can accomplish this through the implementation of programs which cultivate and encourage these objectives. Sustainability goes beyond our work environment; the concept and practices are ones we should heed in our daily lives as the benefits are earth-wide”



Betsy Sawyers, Human Resources



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2015 Pierce County Sustainability Goals

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Updated Pierce County Government Sustainability Goals



Air Quality: All areas of Pierce County are in compliance with federal air quality standards.



Employee Sustainability Training: When surveyed, 90% of Pierce County employees take sustainability into consideration in their jobs



Energy Efficiency: Reduce by 15%* electricity and natural gas use in County facilities over January 2010 levels. All new County facilities are built to a LEED Silver or better standard.



Green Purchasing and Recycling: At least 50% of office products purchased have recycled content. Reduce purchase and consumption of copier/printer paper by 15%. Increase recycling by 35% **. Reduce the amount of landfill waste by 30%.



Transportation: 50% of Pierce County's general use fleet to be hybrid/electric/alternative fuel vehicles. 25% of Pierce County employee commute trips will be public transit, carpool/vanpool, bicycle, walk, drive electric vehicles, telecommute or compressed work week.



Water Quality and Quantity: Reduce water use in our 43 owned buildings by 10%. On average Pierce County streams grade to a B- or better (Currently C).***

Expanded Goal*, Decreased Goal**, New Goal***

Human Resources – Leaner & Greener

Energy Efficiency

- Work with the Executive and Facilities Management Departments to relocate to a more energy efficient location.
- Communicate and practice energy reduction methods to meet our goal of reducing energy usage by 10%.

Employee Sustainability Training

- Train 100% of county employees in Sustainability practices. Provide Sustainability training forum during orientation.

Transportation

- Reduce commuter energy usage by an additional 25% utilizing alternative work options such as telecommuting.
- Create a blended training environment by developing Webinar-type options in place of location-based classroom training.
- Produce on-line orientation (Skype) experience to alleviate commute from various county locations.
- When doing county business at off-site locations, utilize county smart-sized vehicles at least 25% of the time.



Air Quality

- All staff will receive training from the office of Sustainability on wood smoke.

Green Purchasing and Recycling

- Purchase green products 75% of the time.
- Work with vendors to create a “green list”.
- Reduce paper usage by 25%.

Water/Air Quality & Greenhouse Gases

- By reducing transportation usage by 25%, water and air quality will be improved and greenhouse emissions will be reduced.

Greenhouse Gas Reductions

- By making more H.R. documents available online we can limit travel for Pierce County citizens.

2010 Human Resources Department Sustainability Snapshot

Department Size

- Employees: **23**

Employee Sustainability Education and Training

- % of employees have filled out the sustainability survey: **100%**
- % of employees who take sustainability into consideration in their jobs: **96%**
- General Sustainability Training: **No**
- Education on what creates greenhouse gases and strategies for reducing: **No**
- Wood stove educational training: **No**

Energy Efficiency

- Building EnergyStar Score: **Merit Building 29 (Leased Building), Hess Building 83 (PC owned building)**
- % reduction in energy use in office building: **Merit -3.9%, Hess -13.2%**
- Building Energy Cost per Sq Ft: **Merit \$1.79, Hess \$0.81**

Green Purchasing and Recycling

- % of office products that have recycled content: **35.8%, Down 13.8% from 2009 total of 49.6%**
- % Reduction in Paper use: **11.6% reduction saved \$446**

Transportation

- Vehicles Operated by Department: **0**
- Hybrid/Electric vehicles: **0**
- Mileage Reimbursements: **6,287 miles, 1,359 miles less than in 2009**
- Gasoline use: **N/A**
- Fleet MPG: **N/A**