2014 ODOT Sustainability Progress Report

ODOT SUSTAINABILITY

Thank you to all employees who are helping to make ODOT sustainable!

If you have any questions regarding this report or any other sustainability related question, please contact the Sustainability Program or a member of the ODOT Sustainability Council.

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Integrating Sustainability

The Oregon Department of Transportation (ODOT) is a national leader in transportation sustainability. The Sustainability Council was integral in the creation of the agency's Sustainability Plan, which sets a strategic and comprehensive approach for incorporating sustainability into agency operations. While the Council provides the overall vision and direction for sustainability, it is our employees who help implement sustainability on a day to day basis into ODOT's projects and programs. The Sustainability Plan is used by ODOT managers and staff in planning, decision-making, purchasing, construction, and maintenance and operations of facilities across the agency.

Sustainability planning requires an integrated systems approach to decision-making. The intangible benefits of a sustainability program act as core value drivers to the organization, enhancing health and safety, diversity , and environmental values. Volume II of the Plan sets the goals, strategies, and performance measures for ODOT's internal operations, such as for Facilities, Procurement, and Fleet Services.

Volume II of the Sustainability Plan - *Sustainability Management Framework for ODOT's Internal Operations*, sets the goals, strategies, and performance measures for ODOT's internal operations.

This 2014 edition of the Sustainability Progress Report highlights sustainability projects and initiatives implemented through ODOT's internal operations and reports on the agency's progress towards meeting its sustainability goals and Performance Measures. The Progress Report captures sustainability successes from around the state, however where this becomes challenging, our performance measure tracking focuses on the agency's largest (square footage) and most populated facilities (with over 50 employees). These "major facilities" have changed over time as the agency has upgraded offices and consolidated buildings and staff.

Volume II of the Sustainability Plan was approved by the Oregon Transportation Commission (OTC) and Director Garrett in September 2010. Since that time, ODOT has made great strides in implementing many of its sustainability strategies. The agency last updated Volume II in 2012, and improvements to the agency's data tracking and performance measures continues as documented in this Progress Report. Plans are underway to update Volume II in 2015.

Over the last several years, ODOT has taken significant steps to make Oregon's transportation system more sustainable. In 2014 the agency continued to lead the Oregon Sustainable Transportation Initiative to reduce greenhouse gas emissions from the transportation sector, and developed an implementation plan for the Statewide Transportation Strategy (STS). In a first for the agency, ODOT also made strides in preparing a statewide Transportation Options Plan. The purpose of the Plan is to establish a vision and policy guidance that integrates transportation options in local, regional, and state transportation planning, programming, and investments.

ODOT continues to engage in modal programs through ODOT's Active Transportation Section to improve implementation of multi-modal projects. This section has also completed work on a regional Climate Change Vulnerability Assessment and Adaptation Options Study to better understand and address future climate impacts on the North Coast of Oregon. These project examples demonstrate the steps we're taking to implement the Vision established through Volume I and the Oregon Transportation Plan (OTP) for a more sustainable transportation system in Oregon.

Oregon Solar Highway Program

The Oregon Solar Highway Program is actively integrating solar energy generation in ODOT's public right of way. These value added projects are greening the grid, and supplying clean, renewable, home-grown energy to Oregonians. This innovative and collaborative program is also interested in helping other states develop and implement their own solar highway programs, further supporting solar energy across the nation.

In December 2008, the nation's first solar highway project started feeding renewable energy into the electricity grid, and the first Oregon Solar Highway project has been operating seamlessly ever since. The 104 kilowatt ground-mounted solar array, made up of 594 solar panels, is situated at the interchange of Interstate 5 and Interstate 205 south of Portland, Oregon. The project offsets over one-third of the energy needed for freeway illumination at the site. While the power plant sits on the transportation system right of way, it is not owned by ODOT (Portland General Electric owns and operates the site). Solar energy produced by the array feeds into the grid during the day, in effect running the meter backwards for energy needed at night to light the interchange through a Solar Power Purchase Agreement with PGE, which allows ODOT to pay the same for green energy as it does for regular grid energy.

The success of the nation's first solar highway project led ODOT and PGE to explore further opportunities to put renewable energy onto Oregon's grid and add value to the state's transportation system right of way. In 2012, the Baldock Solar Station became the second project developed under the Oregon Solar Highway Program. The Baldock project sits on about seven acres of ODOT property and includes a 6,994 panel array located at the northbound French Prairie Safety Rest Area on Interstate 5, just south of Wilsonville.

Baldock is an all-Oregon project, showcasing what can be accomplished through creative, responsible partnering between the public and private sectors. The 1.75 Megawatt solar plant is located between farm fields and the safety rest area, and produces approximately 1.97 million kilowatt-hours of renewable energy annually. Enough to power over 165 all-electric homes. These projects reflect state and national energy policy direction to develop sustainable energy resources.

ODOT has no capital funding in the projects – and the program does not compete with ODOT's "mission-critical" activities. Capital is provided through a mix of federal tax credits, utility incentives, accelerated depreciation, and voluntary clean energy programs. ODOT does not build or own the solar highway projects; ODOT provides the land. For the first solar highway project, ODOT purchases the energy generated by that project. For the Baldock Safety Rest Area project, ODOT receives a share of the Renewable Energy Certificates (RECs) generated. Ownership of the RECs allows ODOT to state that the equivalent portion of the renewable energy produced is used for the operation and maintenance of the State Highway system – including powering the rest areas. These RECs contribute to the agency's sustainability and renewable energy goals and, reduces the agency's carbon footprint.

In 2011, ODOT worked to develop a Solar Highway Program Manual, designed to help other public and private organizations develop their own solar highway projects and programs. To date, 36 states and 15 countries have contacted ODOT for information on this nation-leading program. The manual, funded in part through a grant from the U.S. Department of Energy, is very useful in this technology transfer.

The Oregon Solar Highway Program is actively developing new projects, but finding new sites is challenging. The Program selects sites that are ODOT-owned (or on ODOT right-of-way) and are vacant or undeveloped. Project sites must be at least 5 acres with year-round access, be relatively flat, close to an existing electricity grid, and have a southern orientation, among other criteria.

The Oregon Solar Highway Program is based on a value-added platform. What this means is project components are selected based on core sustainability values held by Oregonians: Environmentally responsible manufacturing processes, including end-of-life recycling for solar panels; local family wage jobs; best-in-class technology; best-in-class warranties and company history and financial strength to back up those warranties; commitment to sustainability in the manufacturer's corporate structure; and support for emerging small businesses, women and disadvantaged business enterprises. These values set high benchmarks that enable ODOT to put green energy on the grid and support Oregon businesses that reach these benchmarks.

Energy Fuel Use and Climate Change

ODOT is working to reduce the amount of greenhouse gas emissions emitted by its operations and the transportation sector. This work involves collaboration with others to develop innovative responses, minimize energy use in facilities, increase fuel efficiency and use of low carbon fuels in the fleet, and encourage employees to reduce their commuting energy use.

Greenhouse Gas Emissions

Goal: Arrest growth in emissions from ODOT fleet and facilities.

Performance Measures:

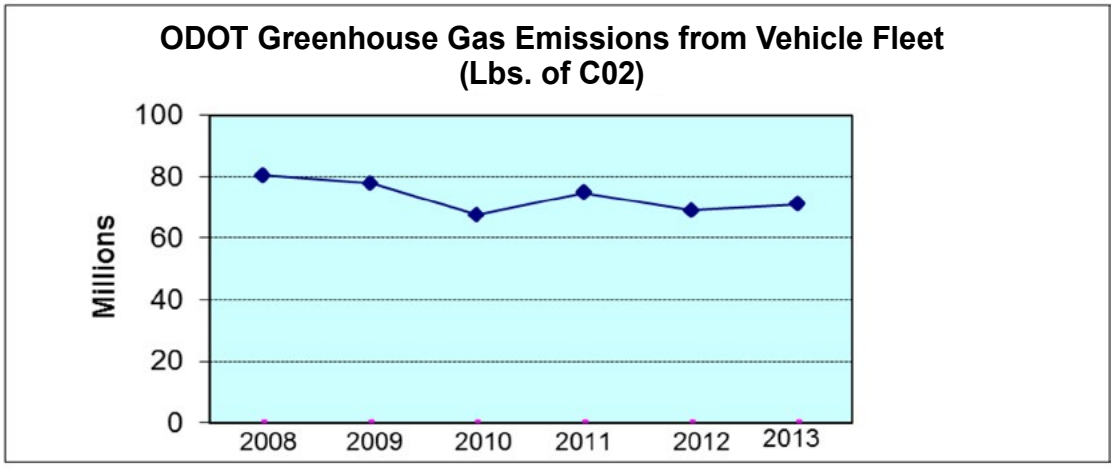
1. Total greenhouse gas (GHG) emissions from ODOT's building, energy, transportation (fuel) and solid waste sources.

ODOT is committed to minimizing its impact on the environment through the reduction of emissions from all agency activities and sources. Implementing strategies from the various focus areas in Volume II, such as reducing energy use and using alternative fuels will help ODOT reach its goal of reducing its overall greenhouse gas emissions.

In 2014, lower energy usage at ODOT's major facilities decreased GHG emissions by 308 metric tons compared with 2013. GHG emissions from ODOT's vehicle fleet increased by 3 percent over 2013, or by 958 metric tons. Despite this increase, fleet emissions are on the decline since their peak in 2008. DAS fleet emissions data for 2014 was not available at the time of this report.

Over calendar year 2014, reduced energy use at ODOT's facilities decreased GHG emissions by 308 metric tons, the equivalent of the annual emissions from 65 passenger vehicles.

ODOT is implementing strategies which may help to reduce emissions, and is working to more consistently measure and track GHG's. New facility-level data captured through the Strategic Energy Management program will also help provide a baseline for future emissions tracking and comparison.



Beyond these operational steps, ODOT is providing tools and guidance for implementing the Statewide Transportation Strategy (STS). STS is an integrated effort to reduce greenhouse gas emissions from the overall transportation sector and create healthier and more livable communities. To learn more about how integrated transportation and land use can help reduce emissions, please visit the Oregon GHG Reduction Toolkit.

Building Energy Use

Goal: Reduce energy consumed in day to day operations of ODOT's facilities.

Performance Measures:

1. Electricity use (kWh) per square footage of leased and owned buildings.
2. Renewable energy as a percentage of electricity grid mix.

Through 2014, ODOT achieved a 13 percent reduction in kWh per square foot of facility space over a CY 2010 baseline. This was achieved at ten (10) of the agency's Major Facilities, where data was available, through energy efficiency upgrades and conservation efforts undertaken by ODOT employees. ODOT also made strides in energy conservation over the last year both in terms of agency-wide usage (1.3 percent savings), and in our 13 Major Facilities (6 percent savings) as demonstrated below

Energy Use at ODOT Major Facilities

Building Name	City	Number of Emp.	Square Footage	Const. Year	2013	2014	
					KwH		%
Region 4 Tech Center	Bend	65	21,101	2012	252,599	229,760	-9%
Region 3 Headquarters	Roseberg	106	38,186	1993	426,961	487,440	14%
East Salem Compound Bldg. A	Salem	60	16,700	1966	101,124	113,766	13%
East Salem Compound Bldg. B	Salem	50+	21,900	1942	203,301	232,900	15%
Barlow School Office Building	Portland	57	20,000	1979	187,914	172,117	-8%
Region 1 Headquarters	Portland	250	94,063	1961	1,416,300	1,111,800	-22%
Region 5 Headquarters	LaGrande	94	27,900	2004	341,801	328,000	-4%
East Salem Compound Bldg. K	Salem	92	30,000	1953	178,167	161,881	-9%
ODOT Headquarters	Salem	370	151,635	1950	1,589,069	1,356,777	-15%
DMV Headquarters	Salem	519	120,790	1992	1,830,308	1,819,188	-0.6%
Mill Creek Building	Salem	203	51,120	1972	519,480	483,680	-7%
Materials Lab	Salem	99	54,000	1987	991,681	1,032,800	4%
			647,395		***8,038,705***	***7,530,109***	***-6%***

ODOT is changing how it captures energy data in response to new energy tracking and reporting requirements in 2015. ODOT owns and operates hundreds of buildings across the state, so the changes will provide a higher degree of consistency and confidence with energy use data and trends as compared to prior years. ODOT Facilities is also hiring an Energy Analyst to help focus on energy efficiency projects, planning and reporting efforts.

Energy Use Requirements

State statute requires a reduction in energy use by state agencies of 20 percent by year 2015 (compared to a year 2000 baseline). This energy reduction goal was met by the year 2012 on an aggregated basis, according to the Oregon Department of Energy (ODOE)[1]. ODOE will continue to capture total annual electric and fossil fuel energy use from each agency at the close of each calendar year.

The Governor's Ten Year Energy Action Plan (2013) includes a new goal of reducing energy use in state-owned buildings by 20 percent by year 2023. The plan states that by auditing and retrofitting buildings, energy use will be reduced. Beginning in 2015, energy reporting will now be captured at the building level on a monthly basis using the data platform EPA Portfolio Manager. The 2015 energy data will become

1 State Energy Efficiency Design (SEED) 2011-2014 Biennial Report, Oregon Department of Energy, January 2015.

the baseline year against which any further energy use reductions are measured. Upon completion of the 2015 baseline measurement, buildings with the higher energy use index (EUI) relative to their use type will be identified (with the priority focus on the larger energy users). Under proposed criteria, state-owned buildings under 5,000 square feet or those that use less than 10 kBtu per square foot per year, do not need to report.

Renewable Energy

ODOT continues to implement projects that include a mix of renewable energy sources. State law requires that public entities spend 1.5 percent of the total contract price of a public improvement contract for larger new construction projects or major renovations of public buildings on green energy technology, such as on solar or geothermal sources.

In 2014, ODOT completed a remodel of the DMV office in Bend. Since the project cost exceeded cost criteria it triggered these renewable energy requirements. Details for this project are discussed later in this report.

Strategic Energy Management Program

ODOT's SEM program has surpassed its first year targets, with two facilities realizing between 7 and 8 percent energy savings in 2014.

In fall 2013, ODOT partnered with the Energy Trust of Oregon to implement the Strategic Energy Management (SEM) program as pilot project. The SEM is a two-year effort focused on continuous improvement and is driving changes at our buildings that save energy, lower costs, and lessen our impact on the environment. SEM sets the strategic direction, focuses on core energy-related practices and processes, and establishes the metrics and tools needed to measure and track results. The program helps to adjust building operations, prioritizes energy efficient investments, and engages building occupants to use energy wisely.

ODOT Facilities enrolled three buildings in the initial pilot: Region 2 (Buildings A and B on the Salem East Campus) and the Mill Creek Building in Salem. ODOT's participation in SEM will help set a new course for how the agency reviews its operations, sets energy targets, and tracks and reports facility energy use and cost savings.

Over the course of 2014, ODOT successfully established cross-functional energy teams, crafted an energy policy, and conducted operational assessments. Facility-level energy efficiency improvements have been implemented and tracked, along with a series of organizational and behavioral changes that will enable and enhance those successes. ODOT's target was for at least a 5-percent energy savings within two years at the enrolled facilities.

In their first year, the program has surpassed its savings targets, realizing between 7 and 8 percent energy savings at two of the pilot facilities. Greater savings are anticipated as the agency's energy management plan is fully implemented.

Oregon Department of Transportation

EnergyTrust of Oregon

Lessons learned from the SEM pilot facilities can be applied to other regions and sites across the agency. ODOT plans to expand the program to other facilities in 2015, including major facilities in Salem and Portland. In the years ahead, the goal is to expand the program to ODOT's largest energy users statewide.

Fuel Use

Goal: Increase the use of alternative fuels and vehicles in ODOT's fleet.

Performance Measures:

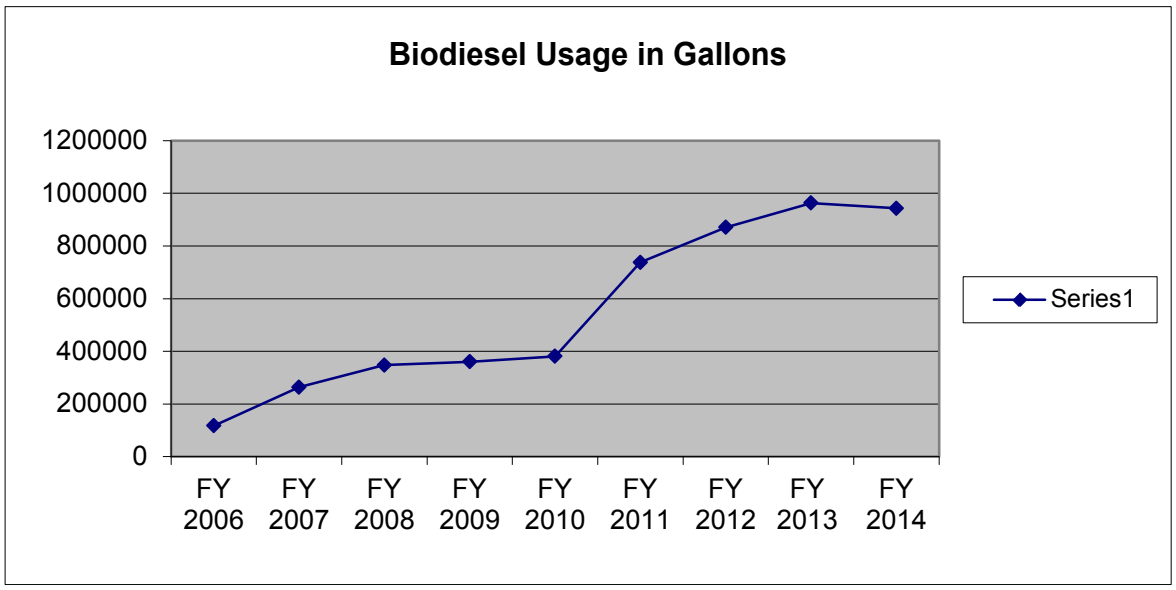
1. Total biodiesel use as percent of total diesel use.
2. Total number of trucks using anti-idling technology.
3. Hybrid, best-in-class high-mileage vehicles, and gasoline vehicles using alternative fuels as percent of all light-duty gasoline-powered vehicles.

ODOT's Fleet Section and crews continue to excel at meeting and exceeding the agency's biodiesel goals. ODOT used 45 percent B20 biodiesel equivalent through its overall fuel usage, surpassing the agency goal of 25 percent. In addition to using alternative fuels, ODOT also purchases hybrid and electric vehicles and equipment to reduce overall fuel use. Consumption of B20 equivalent fuels has increased from 360,449 gallons in FY 2009 to 943,133 gallons in 2014.

ODOT's motorized inventory consists of the following equipment:

- 206 E-85 vehicles and 23 hybrid or Plug in Hybrid Electric Vehicles (PHEV'S).
- Five (5) Nissan Electric Leaf all electric sedans and one Chevrolet Volt.
- Nine (9) Level II charging stations.
- 125 trucks that use anti-idling technology.

ODOT is currently working with DAS and other agencies with fleets to move forward on SB 536. SB 536 allows state agencies to install Electric Vehicle supply equipment (EVSE) at state owned or controlled facilities.



Employee Commute

Goal: Reducing single-occupancy vehicle trips.

Performance Measures:

1. Percent of employees that participate in the monthly transit pass payroll deduction program.
2. Use of video conferencing and iLinc web conferencing for meetings.

ODOT encourages its employees to use transportation options beyond driving alone to work and to off-site meetings. Many ODOT employees, from every area of the state, are saving money and reducing carbon emissions through telecommuting and riding transit and vanpools—all effective at replacing single-occupancy trips.

ODOT is continuing work on a comprehensive, agency-wide employee commute and transportation options program. This is an area where significant improvements can be made through enhanced outreach and education about available transit and commute programs and incentives.

ODOT Transit Pass Payroll Deduction Program

A total of 89 employees used the transit payroll deduction program to pay for their commuting expenses in 2014, (totaling nearly $6,000). Sixty (60) employees took advantage of the new Public Employees Benefit Board (PEBB) commuter flexible spending account for savings towards their travel. Twenty-six (26) employees commute in the Salem-Keizer area using the Cherriots transit bus pass, and three (3) are part of the Commuter Club from Tigard to Salem. While Commuter Club numbers were down in 2014, participation with the transit pass payroll deduction is on the rise with new financial incentives and outreach through PEBB.

Web and Video Conferencing

Video conferencing, web conferencing and teleconferencing are increasingly popular communication tools. ODOT is active in many teleconferencing programs, such as iLinc and "join.me," for regional and statewide meetings that can reduce vehicle trips and emissions. This data does not reflect where ODOT employees are involved in other video and web conferencing meetings that do not originate from ODOT, or are hosted by other agencies.

There were a total of 922 iLinc sessions over the course of 2014 (48 users). The average session was about 19 minutes long. Join.me users rose to 1,653 sessions with 49 users. The average join.me session was 34 minutes.

In 2014, ODOT averaged 67 hours of video-conferencing each month.

ODOT has 16 video conference rooms, and 25 Cisco Jabber Video licenses that are monitored through Oregon State University. Between these 41 Video Conferencing assets, there was a total of 270 Sessions, totaling over 798 hours in duration. This equates to about 22 sessions per month, averaging nearly 67 total hours.

OVERALL AVERAGE for Web Conferencing – 2014	Join.Me	iLinc
Number of Uses YTD	1653	922
Number of Users YTD	49	48
Average Use Per User	34	19
Sessions with Greater than 10 attendees	25	N/A
OVERALL AVERAGE for VIDEO CONFERENCING and JABBER	**VTC**	**Jabber**
Number of Users / Rooms	16	25
Number of Scheduled Sessions YTD	249	21
Total Duration of Sessions([h]mm:ss)	757:42:00	40:42:00
Average time per session ([h]mm:ss)	3:02:35	1:56:17

Material Resource Flows

The Sustainability Council in consultation with Central Services decided to focus the agency's performance measure tracking on ODOT's largest and most populated facilities. ODOT's goal is to establish baselines and track sustainability measures at its 12 Major Facilities, including water use, waste and recycling rates, energy use, and paper use.

Waste Minimization and Recycling

Goal: Reduce total waste produced at ODOT facilities and increase recycling.

Performance Measures:

1. Recycling rate in major facilities.
2. Total waste volume from major facilities.

ODOT works to reuse and recycle all materials from its operations, including paper, plastics, and even metal signs. Despite our commitment to reducing waste, there are many difficulties inherent in waste volume data collection at a large, decentralized, and diverse organization like ODOT. For example, ODOT uses many different waste haulers throughout the state which often differ in the type of client and account information gathered. Tracking the actual volume or weight of waste disposal is also a challenge.

Garten Services assessed ODOT's waste and recycling volumes at the end of 2014. The assessment includes data from 42 facilities (within the Willamette Valley). The data demonstrates that during 2014, the Oregon Department of Transportation recycled **176,544 pounds of paper, 270,414 pounds of confidential shred, 2,258 pounds of plastic**, and **57,343 pounds of electronics** with Garten.

According to conversion factors provided by Marion County Environmental Services and other sources, our recycling efforts translate into these tangible impacts:

- The equivalent of **3,799 trees saved**, which would have otherwise been harvested for paper pulp.
- Reduced greenhouse gas emissions equivalent to **removing 360 cars** from the road for a year.
- Saved energy equivalent to **49,317 gallons of gasoline**.
- Eliminated the costs of hauling **1,366 cubic yards of waste** to the landfill or waste-to-energy facility.

ODOT facilities are doing a good job at diverting valuable and recyclable materials from the waste stream. As we continue to implement strategies and actions from Volume II, the agency may develop more accurate methods for determining waste volumes; therefore the Sustainability Program and others will continue to research the best management practices of solid waste measurement at facilities.

Paper Use

Goal: Reduce amount of paper waste and increase the recycled content of the paper products ODOT purchases.

Performance Measures:

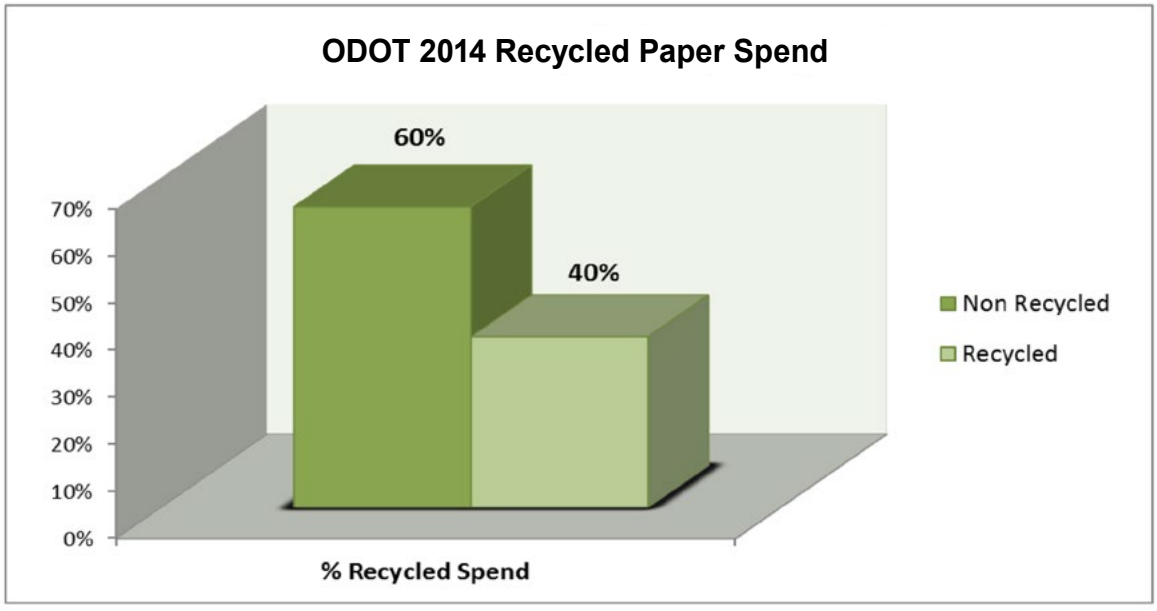
1. Total number of boxes of paper purchased by ODOT and the weighted average of post-consumer recycled content of paper purchases.
2. Reduction of DAS Copy Center costs to print plans and specifications, which also represent a reduction in charges to a project.
3. Percentage of total bids received electronically.

Use of Recycled Paper

ODOT purchased 5,006 cartons of paper in 2014, a decrease of 314 cartons (or 6 percent) over the previous year.

Oregon State Statute (2003) sets a standard for procurement of recycled paper by public agencies. No less than 35 percent of state agency procurements of paper products may be from recycled paper products. “Recycled paper” means a paper product with not less than fifty percent of its fiber weight consisting of secondary waste materials; or twenty-five percent of its fiber weight consisting of post-consumer waste.

ODOT’s procurement of paper with post-consumer recycled content increased to 40 percent (a 4 percent increase over 2013). Despite this measure moving in the right direction, there is significant room for improvement. The Sustainability Program began work last year with the ODOT Procurement Office to make the contractual changes necessary to increase purchases with recycled content. These changes are anticipated to take effect in 2015.



Electronic Bidding

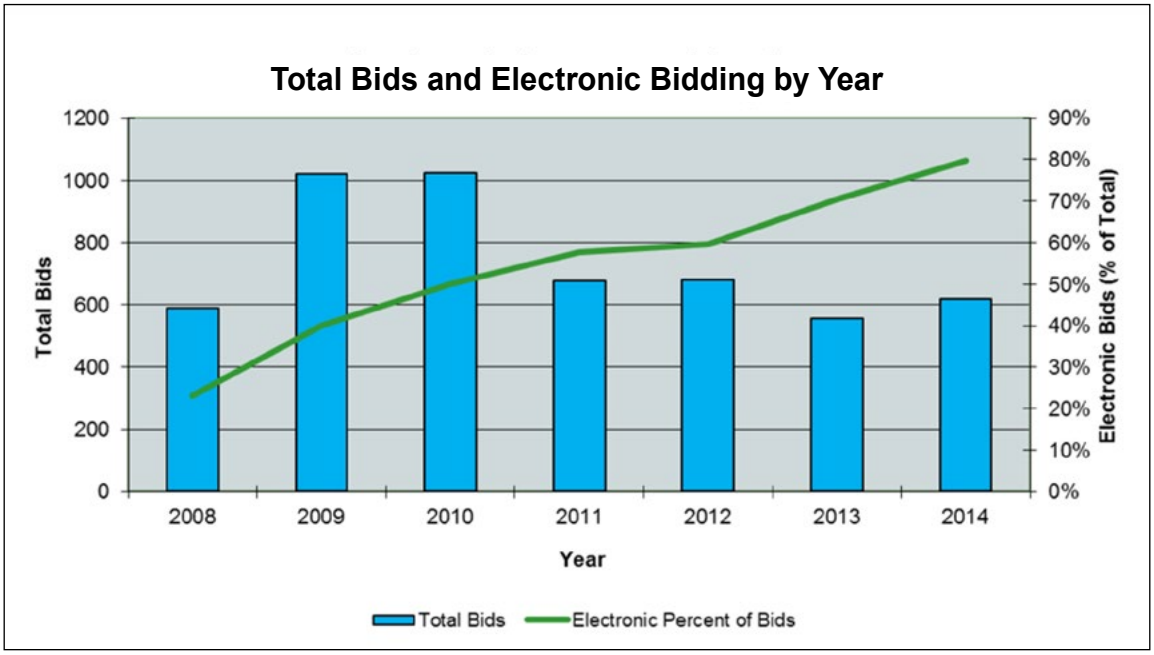
In July 2007, ODOT's Construction Contracts Unit implemented an electronic bidding system using Expedite® software and the Bid Express™ system for preparing and submitting electronic bids on highway and bridge construction projects. The contributions toward ODOT's sustainability efforts were key factors among the many benefits and motivations for implementing electronic bidding.

Impact for ODOT and Contractors

- Reduce labor and material costs of printing and distributing paper bidding documents.
- Reduce labor and material costs for handling and filing paper bids.
- Reduce postage and special delivery costs (FedEx, UPS) to ensure timely delivery.
- Reduce gas consumption, road travel, and staff costs to deliver paper bids to Salem.

Electronic Bidders/Bids

Out of 620 bids submitted in 2014, 494 were electronic bids. This represents 79.67 percent of all bids submitted and is an increase of approximately 9 percent when measured against 2013.



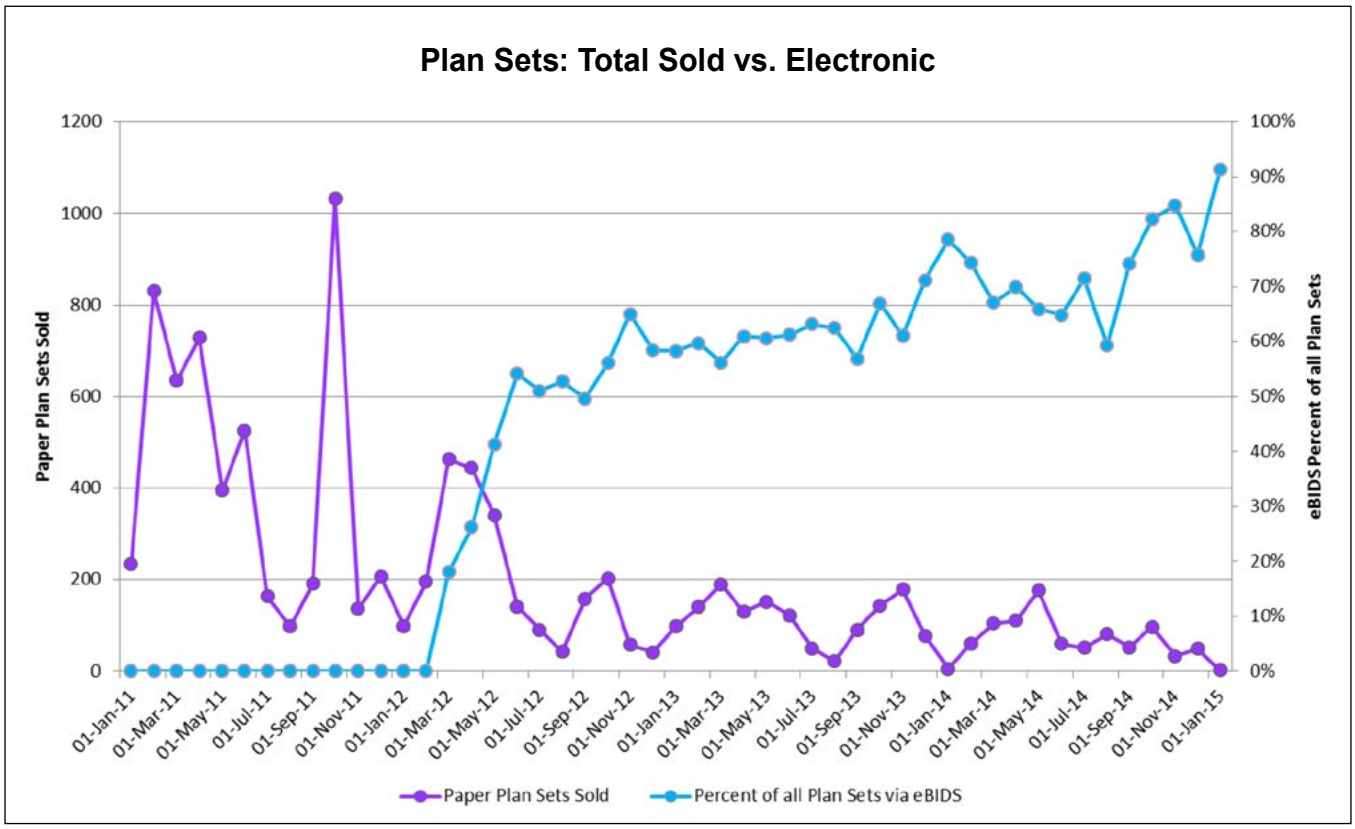
Electronic Bidding Information Distribution System (e-BIDS)

On February 14, 2012, ODOT released an electronic distribution system for bidding plans, specifications and technical reference documents. Traditionally, these documents were copied and distributed in paper format only, and ordering copies to be on hand to fill orders from bidders was a difficult estimating process. The benefits of eBIDS include:

- Improved efficiency – 24-hour on-line access to documents. Bidders will not have to drive to Salem to purchase documents or wait for U.S. Postal, UPS, or FedEx delivery of documents ordered through ODOT.
- Version control – the latest version of documents are posted on the e-BIDS site.
- Sustainability – reduce labor and material costs associated with copying, physical distribution, processing orders, and invoicing bidders. Bidders can share electronic files with potential subcontractors and suppliers, or the subcontractors and suppliers can access the electronic bidding documents themselves.
- Improved customer service – documents are in an electronic file format and the system has search capability. The system will automatically check the bidder's prequalification status and alert them if they need to renew their prequalification.
- View plans before being listed as Plan Holder – bidders can check the project scope before deciding to bid. Bidders can also self-identify that they are bidding on the job so that interested subcontractors will know who to contact.

Since the launch of eBids ODOT has nearly tripled the reduction in paper plan sets ordered by contractors and, as of 2014, 72.42 percent of all plan sets ordered were processed electronically via eBids.

Nearly 80 percent of all contractor bids were submitted electronically in 2014, an increase of 9 percent over 2013.



Electronics Purchasing and Waste

ODOT employees use a variety of electronic equipment, from computers to printers and teleconference equipment to traffic survey tools. The proper disposal of electronic waste is extremely important due to the harmful environmental and human health impacts of the waste. ODOT is disposing of all its information technology (IT) hardware equipment according to industry best practices and with the maximum reuse and recycling of components possible. In addition, ODOT is purchasing only desktop and laptop computers that meet the energy and environmental requirements in the price agreements established by DAS.

The Electronic Product Environmental Assessment Tool (EPEAT) is a method for consumers to evaluate the effect of a product on the environment. It is assessing lifecycle environmental standards and ranks products as gold, silver or bronze based on a set of environmental performance criteria.

ODOT's current install base is 75 percent Silver EPEAT or better. All new purchases are 100 percent Silver EPEAT as a minimum. The remaining 25 percent which do not meet the Silver EPEAT standards are the older computers which will be phased out over time.

Environmental Stewardship

This focus area goes to the heart of ODOT's responsibility and commitment to maintaining and operating the agency's facilities in a sustainable and environmentally-sensitive manner.

Landscaping and Stormwater at Major Facilities

Goal: Use non-invasive and low-maintenance plants for new site landscaping at ODOT facilities; Minimize storm water contaminants from ODOT facilities.

Performance Measures:

1. Percentage of landscaping at new major facilities that include native or non-invasive plants.
2. Percentage of run off being treated at major facility parking surfaces before being discharged into a stream or surface water.

ODOT Region 4 led the remodel of the Bend DMV facility in 2014. The Technical Center project in 2013 included nearly 2-acres of non-invasive and low-maintenance (drought tolerant) native seeding and plants, and a drip irrigation system were installed for efficient landscape maintenance. All plantings and large Ponderosa pine trees were saved and unscathed during the DMV remodel and parking lot construction work. Extra design efforts were made to protect existing trees on the property.

The project included an upgraded underground cistern used to irrigate all the landscaping on campus for Region 4. A drainage swale and underground storm water filtration system was used with filtration catch basin to protect the underground aquifer. This irrigation water comes from the Swalley Canal that runs through the DMV site at the north end. The parking lot redesign included the installation of 60-inch Contech Stormtech Infiltration chambers for controlling and treating the discharge of storm water into underground catch basins—the result being higher water quality prior to ground infiltration.

Environmental Management System

Goal: Fully implement the Environmental Management System (EMS) standards at ODOT maintenance yards.

Performance Measure:

1. Percent measure of maintenance yards in compliance with the seven priority procedures of EMS.

Average overall compliance with the seven priority procedures in 2013 was 98%.

ODOT's Maintenance Yard Environmental Management System (EMS) represents the cornerstone of Maintenance's commitment to the ODOT Sustainability Plan. Initiated in 2005, the EMS Policy and Procedures Manual (Manual) provides straight forward best management practices (BMPs) for managing materials used in the day-to-day maintenance and operation of the highway system.

ODOT Maintenance employees strive to make the EMS program part of standard operating procedures.

The EMS Manual contains 21 material specific procedures. Each procedure includes BMPs for the storage, handling, and disposal. The EMS Manual also contains BMPs for drainage and water quality. BMPs throughout the Manual that are required by law or ODOT policy are identified by the word "must."

Three levels of audits are used to evaluate the EMS Program: Monthly Field Audits, Regional Audits, and Statewide Reviews.

- Monthly Field Audits are monthly inspections of each maintenance yard conducted by local staff. Hardcopies of Monthly Audits are kept on site and reviewed during Regional Audits.
- Regional Audits are triennial inspections of each maintenance yard conducted by the District Manager (or ADM), a yard representative, and a technical expert (either Regional HazMat or Maintenance and Operations Branch staff).
- Statewide Reviews are conducted by a diverse technical team that meets biannually to evaluate systemic issues, changes in regulations, and concerns from crews.

Seven procedures have been selected as indicators of EMS program implementation: drainage and water quality; aerosol cans; fuel; lighting; oil; pesticide; and winter maintenance chemicals. These priority procedures were selected because of the type of wastes generated, the degree of regulation, continued confusion implementing the BMPs, and potential to impact natural resources. All seven of the priority procedures are evaluated at each maintenance yard during the Regional Audit.

Responses to priority procedure Regional Audit questions regarding "must" are compiled to evaluate compliance with the EMS Program. Guidance materials are updated as needed to improve success.

The EMS Manual was updated in 2013. “Must” questions were revised in the fuel, pesticide, and winter maintenance chemical 2013 Regional Audits to reflect modifications to the BMPs. The percentage of yards in compliance with the EMS Program is expected to temporarily decline whenever BMPs are updated. The percentages are expected to increase as crews are allowed time to implement the updates.

Compliance with “must” questions in the EMS Priority Procedures					
2014	*Average Overall Compliance 98%*				
Procedure	**Region 1**	**Region 2**	**Region 3**	**Region 4**	**Region 5**
Drainage and Water Quality	100%	98%	100%	100%	97%
Fuel	100%	100%	98%	100%	100%
Oil	100%	100%	98%	100%	99%
Aerosol Cans	96%	100%	87%	95%	100%
Lighting	100%	100%	96%	94%	100%
Pesticide (including herbicide)	100%	100%	100%	100%	98%
Winter Maintenance Chemicals	99%	98%	97%	96%	99%

Hazardous Materials

Goal: Reduce the use of hazardous chemicals and materials in facilities.

Performance Measure:

1. Amount of hazardous waste generated at each maintenance yard and truck shop each year.

Hazardous waste generation has declined by over 30 percent since 2011. Districts have reported 1.06 ton of hazardous waste generated as of June 2014.

Hazardous waste generation by Maintenance and Fleet through routine activities is minimal. In 2013 and in the first half of 2014 all Maintenance yard were classified as Conditionally Exempt Hazardous Waste Generators. This is the lowest category of hazardous waste generator. Generator status is determined by the amount of hazardous waste created each month in a calendar year and the amount of hazardous waste that is stored on site.

Information on hazardous waste generation is compiled biannually by the Maintenance and Operation Branch, and tracked monthly at 98 maintenance facilities. These facilities include maintenance yards and winter maintenance sites where seasonal activities may occur.

All ODOT Maintenance Yards are classified as Conditionally Exempt Hazardous Waste Generators.

In some cases hazardous waste generation is influenced by issues outside the control of Maintenance. For example, heavy winter weather may increase the need for equipment maintenance increasing solvent usage and filter changes. Hazardous waste may also be created by spills, cleanup activities, and structure maintenance. Hazardous waste generation may appear to increase as Maintenance and Fleet employees become increasingly proficient at tracking and reporting.

Hazardous Waste Generated at Maintenance Yards		
Year	**Pounds**	**Tons**
2011	4,229	2.11
2012	3,753	1.88
2013	2,926	1.46

Water Use at Major Facilities

Goal: Reduce water use in buildings, landscape irrigation and rest areas.

Performance Measure:

1. Total gallons of water used by a Major Facility.

ODOT's Major Facilities used 12,853,675 gallons of water in 2014. This equates to an additional 1,746,029 gallons, or 15-percent increase over 2013.

Tracking water use at ODOT's major facilities is a relatively new performance measure which was made possible through changes in agency's invoicing and accounting system (TEAMS). Although these changes allowed for tracking of water use at facilities, there remain concerns with consistent and accurate data entries as captured through Central Services. As with most new measures, additional data will be needed overtime to better understand facility-level practices and trends. ODOT Facilities has an opportunity to build on and improve water use tracking, data quality and reporting with the implementation of EPA Portfolio Manager in 2015.

Land Use and Infrastructure

When ODOT builds new facilities or remodels existing facilities, the agency can reduce its carbon footprint by reducing energy use and using sustainable materials. This includes both siting facilities so that they are easily accessible and developing facilities that meet low carbon and energy efficiency standards.

Siting of Major Facilities

Goal: Locate new facilities in a manner that supports compact and mixed land use.

Performance measures:

1. Index of access to alternative modes (walking, biking, and transit) from new Major Facilities.

New Major Facilities should be located in a manner that supports compact land use and encourages employees to reduce commuting and conserve energy. ODOT's goal is to site Major Facilities in both large and small urban centers except when the operations of the facility are incompatible with the urban center.

The newly remodeled DMV building in Bend includes ODOT support group offices in the northern third of the building. This existing structure is located on the same campus as the Region 4 headquarters building, new Technical Center, Bend Equipment Shops, District 10 office, and Maintenance Station and Sign Shop office buildings. This co-location builds on the walking, biking and transit options in the same manner as the Technical Center, and helps to consolidate and minimize trips between agency operations. This site is also close to Bend's downtown core, and is served by Cascade East Transit with its route along Highway 97.

High Performance Major Facilities

Goal: Build new facilities to meet high performance standards for air, water and energy use.

Performance Measure:

1. Percent of non-exempt new Major Facilities that meet high-performance standards (LEED or SEED) or equivalent in accordance with other state agency criteria.

In 2014, ODOT Region 4 led the remodel of the main DMV office in Bend which was a 9,886 square foot existing structure. This structure was not built to a LEED standard, but was subject to the State's SEED program at a Class 2 reporting level. Since the project cost exceeded $1 million dollars it has a 1.5% renewable energy requirement. This requirement will be met on another building on the ODOT campus since the DMV facility has trees blocking the roof from being an effective location for solar panels. The project will be built early in the 15-17 biennium.

- Other performance improvements include: Old HVAC heating and air-conditioning units were removed and recycled;
- New high efficient units where installed for the entire building project, with programmable thermostats with temps set at 72 degrees during occupied times and after hour temps set at 62 degrees.

Many existing products were recycled and reused during the remodel. For example, most all of the existing doors were sanded and refinished. Demolition materials were mostly recycled instead of thrown into trash dumpsters, which cut down on waste hauling and landfill debris. New energy efficient LED exterior lighting was also used throughout the parking lot and site.

Economic Health

In a difficult economic climate, using resources in a sustainable and responsible manner becomes even more important. ODOT's purchasing decisions can contribute to Oregon's economy when the agency buys local products and uses local business services. Additionally, using life cycle costing for major expenditures can help the agency save money over the lifespan of a product or structure, thus ultimately benefiting the agency's bottom line.

Local Purchasing

Goal: Make purchases for internal operations that meet criteria for being local.

Performance Measures:

1. Percent of all contracts that are performed by Emerging Small Businesses or Small Contracting Program firms.

The primary goal of the Small Contracting Program (SCP) is to increase contracting opportunities for small firms while building effective working relationships with companies who can benefit from the experience of working as prime contractors and consultants on ODOT projects. Contracts awarded under this program will have a value not to exceed $150,000. The mission of the Emerging Small Business (ESB) program is to create new and innovative contracting opportunities for Oregon's small business community. A goal of the program is to also assist ESBs in overcoming barriers to participating in the states public contracting programs.

"Through the Small Contracting Program, ODOT is supporting Oregon's economy by building sustainability for small businesses and tapping into their expertise as we work to build a stronger transportation system." - Matt Garrett, Director, ODOT

In 2014, the SCP successfully created over 19 new opportunities for construction and Architecture and Engineering Professional Services, and other, non-Architecture/ Engineering professional services. The SCP delivered over $500,000 to SCP registered firms in 2014. The program boasts of over 1200 registered firms as the desire to connect with ODOT becomes more appealing as the agency continues to develop healthy relationships with new and existing businesses across a broad spectrum of trades and services. Approximately 1/3 of the firms participating in this program hold one or more certifications through the Office of Women, Minorities, and Emerging Small Business.

The SCP continues to benefit ODOT in many ways. It gives ODOT flexibility to utilize local contractors supporting large infrastructure projects. It promotes sustainability by providing contracting opportunities that benefit local and state wide transportation system, such as hazardous tree removal and landslide evaluations. The SCP is also used to support wetlands habitats promoting a sustainable ecology for Oregon's ecosystems. Contractors hired through the SCP bring innovative strategies to ODOT projects, for example, the introduction and analysis of solar power energy.

The Emerging Small Business (ESB) Program initiated 20 contracts in 2014, with 3 contracts transitioned from 2013, effectively delivering $1.3 million to certified ESB firms across the state. Contracts directly benefited the state and local transportation systems through projects such as solar powered driver feedback signs to reduce accidents, tunnel lighting to save energy and provide cost savings to the agency.

The Emerging Small Businesses Program delivered over $1.3 million to ESB certified firms in 2014.

Life Cycle Costs

A life cycle cost is the total cost to the state of acquiring, operating, supporting, maintaining and (if applicable) disposing of items being acquired. ORS 184.423 states that Investments in facilities, equipment and durable goods should reflect the highest feasible efficiency and lowest life cycle costs.

ODOT Fleet continues to set an example for applying life cycle costs to agency program decisions. In 2013, Fleet implemented a new Fleet Information Management System (FIMS) purchased through Asset Works, a tool available to enhance asset management and cost controls. Use of the new tool will help change the equipment replacement mode from reactive to proactive.

Social Responsibility

ODOT must have a fully skilled, competent and diverse workforce to carry out its mission. As the number of retirements increase, ODOT must recruit employees with diverse backgrounds, retain the expertise of experienced employees, and develop employee skills to meet new challenges to the agency and the transportation system.

Work Force Diversity

Goal: Actively pursue strategies for current employees, job applicants, and contractors to attain equity and equality in all employment and contractual opportunities offered by ODOT.

Performance Measure:

1. Employment demographics (age, race, gender, ethnic origin) compared to county demographics.

It makes good business sense and is part of the agency's social responsibility to value diversity and actively pursue equity and equality in all employment and contractual opportunities offered by ODOT. ODOT will continue to employ and develop positive, creative, and innovative tools for recruiting, achieving and supporting a diverse workforce to sustain its ability to carry out its transportation mission.

The demographic make-up of ODOT has remained largely unchanged over the last several years, particularly in regards to the gender and ethnic background of employees. The agency's workforce is aging as seen in increases in number of employees over 65 years of age. However, 2014 saw a slight increase in the numbers of employees under 35 years of age (1 percent).

2014 ODOT Employee Demographics

Gender		Race/Ethnicity		Age	
Male:	63%	White Non-Hispanic:	89%	Under 35:	12%
Female:	37%	Native American/Pacific Islander:	2%	Between 35-49:	33%
		Hispanic:	5%	Between 50-64:	50%
		Black:	1%	Over 65:	5%
		Asian:	3%		

Demographics of Major Facilities Compared to Counties Where Facilities Are Located

	Douglas		Jackson		Marion		Multnomah		Union	
	ODOT	County*	ODOT	County	ODOT	County	ODOT	County	ODOT	County
White	91.4	89.5%	90.5%	83.7%	88.8%	68.7%	81.7%	72.1%	94.2%	90.9%
Native American	3.8	1.7	2.7	0.9	2.2	1.0	0.9	0.8	2.3	1.0
Hispanic	1.9	4.7	2.7	10.7	4.7	24.3	3.2	10.9	2.4	3.9
Black	1.0	0.3	0	0.6	0.7	1.0	5.5	5.4	0	0.5
Asian/ Pac. Islander	1.9	1.0	4.1	1.4	3.6	2.5	8.7	7.0	1.1	1.7
Female	28.5%	50.6%	27.4%	51.3%	50.6%	50.2%	38%	50.5%	32%	50.8%
Male	71.5%	49.4%	72.6%	48.7%	49.4%	49.8%	62%	49.5%	68%	49.2%

* County data is from 2010 Census data, respondents could mark more than one ethnicity, therefore some percentages over 100%.

Employment demographics represent a piece of the diversity story at ODOT, however it is the training, conferences, and educational opportunities on diversity and cultural competency that may provide a clearer picture as to how ODOT is fostering workforce diversity and understanding. The State Diversity Conference was yet again a success in 2014. Nineteen (19) State agencies partnered to sponsor the conference, which had over 1,676 registrants (an increase from 2013), including 391 ODOT employees in attendance.

Building Intercultural Competency Modules

- 3,081 ODOT Employees and Managers have taken training since the program started (completed Module 1)
- 1,958 ODOT Employees and Managers have completed Module 2 (1,119 employees and 269 managers)
- 444 ODOT Employees and Managers have completed Module 3 which was first offered in January of 2014.

Employee Retention and Development

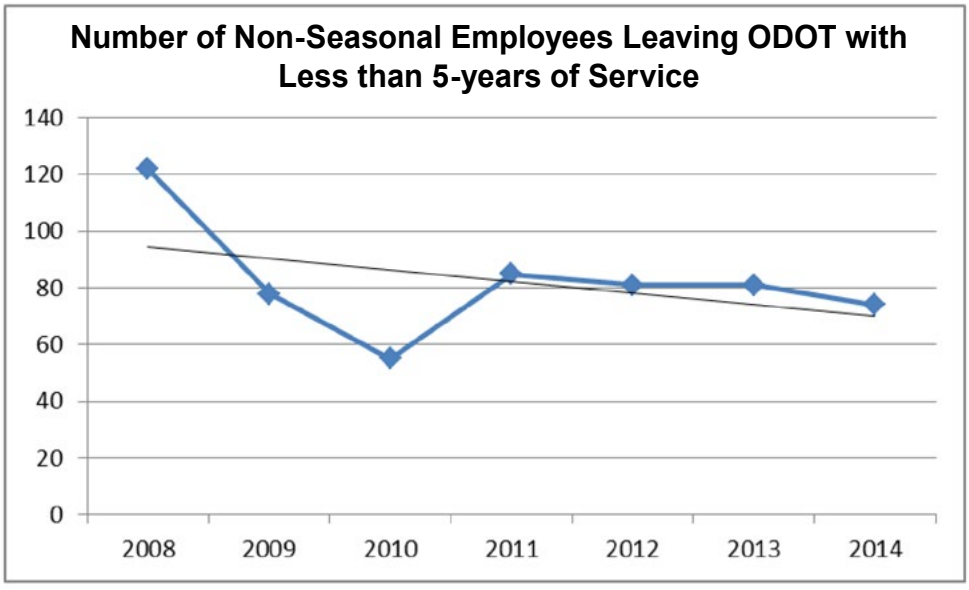
Goal: Provide opportunities for career development in order to retain a fully-skilled and engaged workforce.

Performance Measure

1. Percent of non-seasonal employees leaving the agency with less than five years of service.

The case for talent retention includes several factors, perhaps most importantly maintaining institutional knowledge, bolstering in-house training resources, long-term cost reduction to the taxpayer, and mentoring opportunities for new employees. Taking these factors into consideration has allowed the agency to assess its strengths and strategies for more aggressive retention outcomes over the next several biennia. By sustaining employment, ODOT inherently becomes more sustainable.

Over the last three years, ODOT has experienced a decreasing number of non-seasonal employees leaving the agency with less than five years of service.



Since 2011, ODOT has experienced fewer non-seasonal employees leaving the agency within five years of service.

Health and Safety

To carry out its mission, ODOT relies on a healthy workforce. Its employees, in return, depend on a safe work environment that consistently reduces risk of injury. Health and safety are the basis for maintaining a sustainable workforce.

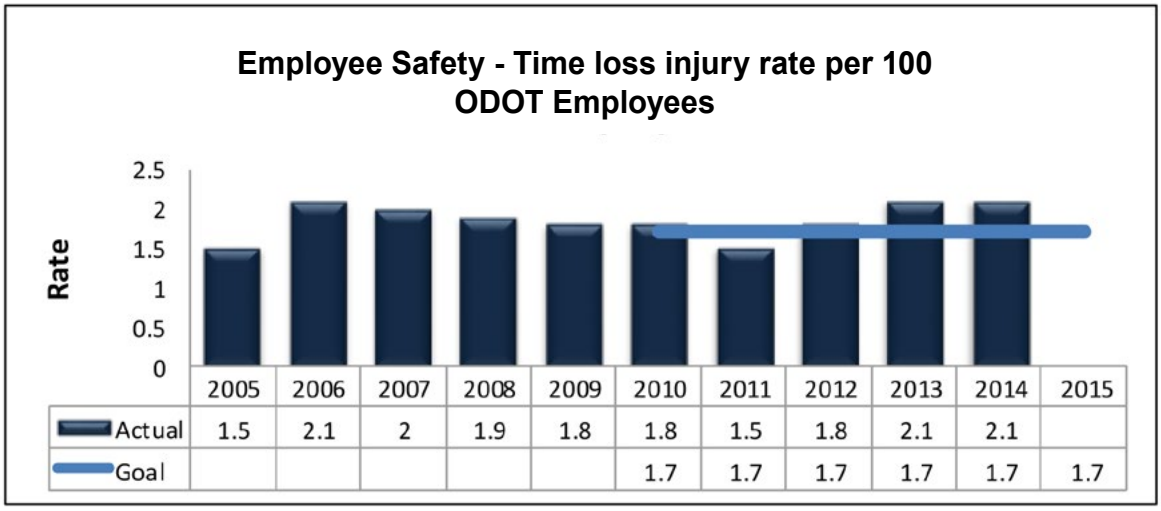
Employee Safety

Goal: Work towards having zero injuries on the job at ODOT.

Performance Measure:

1. Time loss injury rate per 100 ODOT employees.

ODOT's lost time injury rate for 2014 is above the target of 1.7 per 100 employees, but is within the range of rates for the previous nine years.



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Actual	1.5	2.1	2	1.9	1.8	1.8	1.5	1.8	2.1	2.1	
Goal						1.7	1.7	1.7	1.7	1.7	1.7

ODOT is committed to a safe and healthy workplace through continuous improvement in safety and workforce management practices, incident prevention strategies and compliance with all state and federal regulations.

ODOT employees need to be able to rely on a safe work environment that continuously reduces risk of injury. Division and Region Safety Action Plans identify specific activities and expectations related to safety, health, and risk management.

According to the U.S. Bureau of Labor Statistics, in 2012 the comparable rate for state governments nationwide was 1.7 and 1.8 for local governments. This reflects the injury experience of all government employees, not just Departments of Transportation. However, comparable industries, with similar hazard exposures had higher injury rates, such as transportation and warehousing (3.9) and heavy and civil engineering construction (3.5).

Summary

2014 was a successful year for ODOT's sustainability initiatives. The agency has demonstrated sustainable outcomes across a range of business lines, and as progress is made, the agency is taking the steps necessary to adjust how it captures data to increase consistency and accuracy in performance metrics tracking and reporting.

Greenhouse gas emissions (GHG) are being reduced as ODOT finds ways to increase energy efficiency in its facilities and operations. GHG's have also decreased over the last several years with lower fuel consumption with ODOT's fleet. Use of the alternative fuel biodiesel continues to surpass our annual goal of 25 percent for five years running.

Energy use at major facilities has been reduced by over 9 percent since 2010. ODOT's recent partnership with the Energy Trust of Oregon on a Strategic Energy Management program will enhance how the agency implements energy efficiency best practices and capital projects, while enhancing costs savings and incentives. Reuse and recycling have become commonplace at ODOT's facilities and overall consumption of paper products has been reduced. Use of ODOT's electronic bidding system (eBIDS) has been a success since its roll out over three years ago. In 2014, nearly 80 percent of contractor bids were electronically submitted, an increase of 9 percent over 2013. The eBIDS system reduces paper use, lowers administrative costs, and speeds up the contracting process.

The Maintenance and Operations Branch has effectively implemented an environmental management system (EMS) since 2004. The EMS provides standardized procedures for following best management practices for the storage, handling, and disposal for materials used at ODOT's maintenance yards. Across the state, maintenance yards have consistency reduced hazardous materials where feasible, and all yards are classified as "conditionally exempt" as low quantity hazardous waste generators by the Oregon Department of Environmental Quality (DEQ).

The key to effective performance measure management is the availability of consistent and reliable data that enables clear tracking and reporting overtime. ODOT's sustainability program will continue to provide the information needed to make policy and organizational changes that influence positive, sustainable outcomes throughout ODOT's internal operations and diverse program areas.

ODOT Sustainability Performance Measures- Trends and Summary (2014)					
Focus Areas and Sub-Areas	**Performance Measures**	**Data Available***	**Trend Performance Compared with Goal**	**Summary**	**Primary Data Source**
Energy/ Fuel Use and Climate Change					
Greenhouse Gas Emissions	Total GHG emissions from ODOT's building, energy, transportation and solid waste sources.	②	⇔	Energy savings at Major Facilities lowered emissions by 308 metric tons in 2014. 2014 Fleet emissions data was not available at the time of this report, however has trended downward since 2008.	Financial Services; DAS
Building Energy Use	Electricity use (kWh) per square footage of leased and owned buildings.	①	⇧	Major Facilities have reduced energy use by 6% over 2014. A new building energy baseline will be established in 2015 per ODOE guidance.	Financial Services; DAS
	Renewable energy as a percentage of electricity grid mix.	②	⇧	ODOT met a 1.5% renewable energy requirement as part of the Bend DMV remodeling project. Long-term goals need to be revisited.	Financial Services; DAS
Fleet Fuel Use	Total biodiesel use as percent of total diesel use.	①	⇧	ODOT is exceeding its biodiesel goals at 45% of overall fuel use.	Maintenance and Operations - Fleet Program
	Total number of trucks using anti-idling technology.	①	⇧	ODOT operates 125 trucks using anti-idling technologies.	Maintenance and Operations - Fleet Program
	Hybrid, best-in-class high-mileage vehicles, and gasoline vehicles using alternative fuels as percent of all light-duty gasoline-powered vehicles.	①	⇧	ODOT has increased the number of vehicles in its hybrid and electric vehicle fleet.	Maintenance and Operations - Fleet Program
Employee Commute	Percent of employees that participate in the monthly transit pass payroll deduction program.	①	⇧	ODOT's participation in the transit pass program increased in 2014 with a total of 89 employees joined.	Financial Services
	Use of video conferencing and iLinc web conferencing for meetings.	①	⇔	ODOT's use of various conferencing services is on the rise, although iLinc usage was down over 2014.	Information Systems
Material Resource Flows					
Waste and Recycling at Major Facilities	Recycling rate in major facilities.	③	⇧	ODOT recycled over 270,000 pounds of paper shred, 2,300 pounds of plastic, and 57,000 pounds of electronic-waste in 2014. New baselines established at 35 facilities.	Major Facilities; Garten Services

Focus Areas and Sub-Areas	Performance Measures	Data Available*	Trend Performance Compared with Goal	Summary	Primary Data Source
	Total waste volume from major facilities.	③	⇧	ODOT increased its landfill haul costs avoided by 237 cubic yards from Major Facilities. Capturing total waste volume data remains a challenge.	Major Facilities; Garten Services
Paper Use	Total number of boxes of paper purchased by ODOT and the weighted average of post-consumer recycled content of the paper purchased.	②	⇧	ODOT purchased 6% less paper in 2014 (by 314 cartons) and increased purchases containing post-consumer recycled content (up to 40% overall).	Central Services; Office Max
	Reduction of DAS Copy Center costs to print plans and specifications, which also represent a reduction in charges to a project.	①	⇧	ODOT has reduced paper use and costs since implementation of the eBids system.	Central Services
	Percentage of total bids received electronically.	①	⇧	Approximately 80% of ODOT's bids were submitted electronically, an increase of 9% over 2014.	Central Services
Electronic Purchasing and Waste	Percent of desktops and laptops in use that meet DAS energy requirements in price agreements with vendors.	①	⇧	ODOT implements best practices for waste; 100% of new electronic purchases meet the standard.	Information Systems
Environmental Stewardship					
Landscaping and Stormwater at Major Facilities	Percentage of landscaping at new major facilities that include native or non-invasive plants.	②	⇧	High performance under this measure is due to Region 4's DMV building remodel in Bend.	Central Services
	Percentage of run-off being treated at major facility paved parking surfaces before being discharged into a stream or surface water.	②	⇧	High performance under this measure is due to work on the parking lot drainage/ treatment at Region 4 headquarters.	Central Services
Maintenance Environmental Management System	Percentage measure of maintenance yards following the seven priority procedures of EMS.	①	⇧	ODOT Maintenance continues to demonstrate strong compliance with EMS policies and procedures (98%).	Office of Maintenance
Hazardous Materials	Amount of hazardous waste generated at each maintenance yard and truck shop each year.	①	⇧	Maintenance yards have reduced hazardous materials where feasible. All yards are classified as Conditionally Exempt Hazardous Waste Generators.	Office of Maintenance
Water Use at Major Facilities	Total gallons of water used by a Major Facility.	①	⇩	Water usage increased by 15% at Major Facilities in 2014.	Central Services

Focus Areas and Sub-Areas	Performance Measures	Data Available*	Trend Performance Compared with Goal	Summary	Primary Data Source
Land Use and Infrastructure					
Siting of Major Facilities	Index of access to alternative modes (walking, biking, and transit) from new major facilities.	①	⇧	High performance under this measure is due to Region 4's DMV building remodel in Bend.	Region 4; Central Services
High Performance Major Facilities	Percent of non-exempt new major facilities that meet high-performance standards (LEED or SEED) or equivalent in accordance with other state agency criteria.	①	⇧	ODOT achieved high performance with remodel of the Region 4 DMV building.	Region 4; Central Services
Economic Health					
Local Purchasing	Percent of all contracts that are performed by Emerging Small Business or Small Contracting Program firms.	①	⇧	ODOT initiated 39 new contracts with ESB and SCP certified firms in 2013.	Small Business Program
Life Cycle Costs	Percent of expenditures over $100,000 undergoing a simple life cycle cost evaluation.	③	⇔	ODOT is using life cycle cost analyses where feasible, however is not a standardized practice.	Procurement Office; Fleet Program
Social Responsibility/ Workforce					
Workforce Diversity	Employment demographics (age, race, sex, ethnic origin) compared to county demographics.	①	⇔	ODOT demographic indicators have remained mostly unchanged.	Human Resources
Employee Retention and Development	Percent of non-seasonal employees leaving the agency with less than five years of service.	①	⇧	Fewer employees left the agency with less than 5 years service, an improvement over 2014.	Human Resources
Health and Safety					
Employee Safety	Rate per 100 full-time equivalent positions of worker's compensation disabling time loss claims.	①	⇔	ODOT's time loss injury rate remains stable at 2.1 per 100 employees.	Health and Wellness

Data Availability:	*1 - Currently collected and available.*
	2 - Not currently collected; is being initiated.
	3 - Not currently collected and requires effort to initiate.