

CITY OF ROSEBURG OPERATIONAL SUSTAINABILITY PLAN

Sustainability is defined as: Economic, social, and environmental practices that provide a balanced and positive quality of life within the City of Roseburg now and in the future.

Operational Sustainability Plan purpose: "The City of Roseburg is committed to upholding economic, social, and environmental policies that will provide a balanced and positive quality of life within the organization for now and in the future."

Sustainable Goal Definitions:

Responsible Government – Responsible City actions related to management and provision of services that strives to reflect sound and steadfast action. (This is an overriding goal for all topic areas)

Clean Environment – Respect, improve and preserve the natural environment for future generations.

Prosperous Economy - Foster economic systems that support and help sustain strong businesses.

Enriched Lives – Work together towards common goals, create synergy, value individual contributions and support appropriate risk-taking. Provide opportunities for involvement and for an abundance of experience.

Social Equity - Embrace diversity and use diversity for a positive change. Provide a work environment that is conducive to productivity, is well designed, pleasant, supportive and personally rewarding.

Recognition – Respect and support diversity. Promote balance, flexibility, growth and community participation.

Elements included for the three topics, or the "triple bottom line," are listed in the following chart along with the identified goals, how the goal is to be achieved and the estimated time needed to work towards the goal.

ELEMENTS/TOPIC AREAS	GOAL - RESPONSIBLE GOVERNMENT	LEVEL OF MEASUREMENT	TIME LINE FOR ACHEIVEMENT
ECONOMY			
Invest in energy-efficient measures with payback	Clean environment Enriched lives	Review current systems, develop a base-line inventory, identify areas of improvement and enhancement Develop an efficiency target	8 to 12 months
When permissible seek out and give preference to companies that follow sustainable practices or provide sustainable products that result in an overall cost benefit	Prosperous economy Enriched lives Social equity	Adopt an Environmental Preferable Purchasing policy	8 to 12 months On-going
Consider immediate, long-term and cumulative impacts of decisions	Prosperous economy	Complete an inventory of existing policies then develop sound strategies that can be shared within the organization	On-going
Seek out and support development of programs for retention and expansion of local businesses	Prosperous economy Social equity	Develop a policy to compare services and functions of local suppliers that offer a sustainable alternative to out of area vendors	On-going
When possible design future capital improvements to reduce maintenance costs	Clean environment Prosperous economy Social equity	Create a method to identify, compare and prioritize attributes that offer sustainable alternatives	On-going

Consider full and life-cycle costs associated with the implementation of Sustainability Plan elements and how those costs may affect the City budget	Clean environment Prosperous economy	Develop "Full Cost Accounting" (FCA) guideline to be applied to purchases and service costs. Implement a goal to avoid decisions that have negative effects on other departments	8 to 12 months
When feasible give preference to local companies to provide goods and services for the City operation and functions	Prosperous economy	Develop a policy to compare services and functions of local suppliers that offer a sustainable alternative. Make a commitment to utilize local providers when appropriate	On-going
SOCIAL SYSTEMS			
Ensure each employee understands what they are expected to follow while performing City work	Enriched lives Social equity Recognition	Develop a common sustainability language to increase awareness	12 to 24 months
Provide training and resources needed to enable employees to implement this policy and to build capacity for continual improvement	Enriched lives Social equity Recognition	Identify education programs and provide for staff participations and training	12 to 18 months On-going
Provide employees with copy of policy, keeping them up-to-date (on-going education)	Enriched lives Social equity	Develop program to distribute and explain how the sustainability programs can be implemented on a daily basis	6 to 8 months
Provide opportunity for and encourage feedback on policies (suggestion box)	Enriched lives Social equity Recognition	Develop a program that will provide for two way communication	4 to 6 months

Incorporate sustainability actions and responsibilities into job descriptions and performance evaluations	Enriched lives Social equity Recognition	When updating job description identifying City's commitment to sustainability	8 to 12 months
Provide wages, benefits and working conditions that will retain employees and encourage continual self improvement	Enriched lives Social equity Recognition	Develop strategies to consider innovative working arrangements that support sustainable practices	On-going
Work with other local, state and federal government agencies to ensure efficient essential public facilities and services	Enriched lives Social equity	Create a clean and efficient energy working group to development a clean energy program to be implemented for City operations	12 to 24 months On-going
Recognize the value of input from employees on programs and functions that can be incorporated into City operations that are doable and provide a benefit to the organization	Enriched lives Social equity	Develop a common language, invite input, provide incentive for innovative, sustainable practices and recognize those successes	On-going
Encourage and recognize voluntarism that will be of benefit within the organization as well as to the community	Enriched lives Social equity Recognition	Develop policies and standards that encourages and recognizes community involvement	On-going
Encourage neighborhood improvement programs	Enriched lives Social equity Recognition	Develop policy for support of neighborhood efforts	On-going

ENVIRONMENT			
Energy/Climate Change			
Develop and improve operation techniques in the workplace	Clean environment Prosperous economy Enriched lives	Adopt programs that will identify and set targets for reduced energy use and implementation of conservation practices	12 to 18 months On-going
Reduce green house gas emission associated with City operations.	Clean environment Prosperous economy	Develop short and long-term action plans. Measure and track progress. Assess improvements. Develop indicators with common and shared goals	On-going
Toxic Substance Reduction			
Replace toxic substances, materials and product with viable least toxic alternatives	Clean environment	Inventory current uses and develop program to seek out alternatives	12 to 18 months On-going
Develop and use precautionary principles as a framework in the purchase, use and disposal of toxic substances	Prosperous economy	Develop a priority of reducing toxins and pesticide use, and prioritize phasing out to replace toxicants with environmental sound alternatives	24 to 36 months
Green Building			
When practical to implement the City shall strive to use LEED principles when upgrading, improving and constructing City facilities	Clean environment	Identify LEED principles and develop programs that can be implemented	On-going
Develop a water conservation program for City facilities	Clean environment	Complete inventory of water uses within the City facilities as well as the water systems to develop programs for conservation	24 to 36 months On-going

As feasible incorporate features in improvements and new projects that will allow for retrofits of green building measures that add to the triple bottom line	Clean environment	Consider life cycle when identifying improvements and new projects Identify sustainable features that have the potential to be phased in	24 to 36 months
Waste Reduction			
Implement waste reduction strategies that will increase waste diversion	Clean environment	Complete a base line inventory Develop a program to identify reduction processes. Identify target reduction rate and how to implement	12 to 18 months On-going