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

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<tr>
<th>SOCIAL SYSTEMS</th>
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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

Provide employees with copy of policy, keeping them up-to-date (on-going education)

Enriched lives
Social equity
Recognition

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
<p>| 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 |</p>
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<tr>
<th>ENVIRONMENT</th>
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<tr>
<td><strong>Energy/Climate Change</strong></td>
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<td>Develop and improve operation techniques in the workplace</td>
<td>Clean environment</td>
<td>Adopt programs that will identify and set targets for reduced energy use and implementation of conservation practices</td>
<td>12 to 18 months On-going</td>
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<td>Reduce green house gas emission associated with City operations.</td>
<td>Clean environment</td>
<td>Develop short and long-term action plans. Measure and track progress. Assess improvements. Develop indicators with common and shared goals</td>
<td>On-going</td>
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<td><strong>Toxic Substance Reduction</strong></td>
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<td>Replace toxic substances, materials and product with viable least toxic alternatives</td>
<td>Clean environment</td>
<td>Inventory current uses and develop program to seek out alternatives</td>
<td>12 to 18 months On-going</td>
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<td>Develop and use precautionary principles as a framework in the purchase, use and disposal of toxic substances</td>
<td>Prosperous economy</td>
<td>Develop a priority of reducing toxins and pesticide use, and prioritize phasing out to replace toxicants with environmental sound alternatives</td>
<td>24 to 36 months</td>
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<td><strong>Green Building</strong></td>
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<td>When practical to implement the City shall strive to use LEED principles when upgrading, improving and constructing City facilities</td>
<td>Clean environment</td>
<td>Identify LEED principles and develop programs that can be implemented</td>
<td>On-going</td>
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<td>Develop a water conservation program for City facilities</td>
<td>Clean environment</td>
<td>Complete inventory of water uses within the City facilities as well as the water systems to develop programs for conservation</td>
<td>24 to 36 months On-going</td>
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<td>Waste Reduction</td>
<td>Clean environment</td>
<td>Consider life cycle when identifying improvements and new projects. Identify sustainable features that have the potential to be phased in within 24 to 36 months.</td>
<td>24 to 36 months</td>
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<td>Implement waste reduction strategies that will increase waste diversion</td>
<td>Clean environment</td>
<td>Complete a base line inventory. Develop a program to identify reduction processes. Identify target reduction rate and how to implement these changes.</td>
<td>12 to 18 months On-going</td>
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