

Municipal Sustainability & Adaptation

2020 PROGRESS REPORT

The City of Fort Collins is committed to providing world-class municipal services, both today and as we grow and change in the future. In order to do so, our organization must be sustainable and resilient. **The Municipal Sustainability and Adaptation Plan is the employee road map for operating and building a healthy and sustainable organization by 2050.**



CREATED WITH INPUT FROM OVER 100 CITY EMPLOYEES, THIS PLAN WAS FINALIZED IN 2019.



The City of Fort Collins, as an organization, leads by example in greenhouse gas (GHG) reduction.

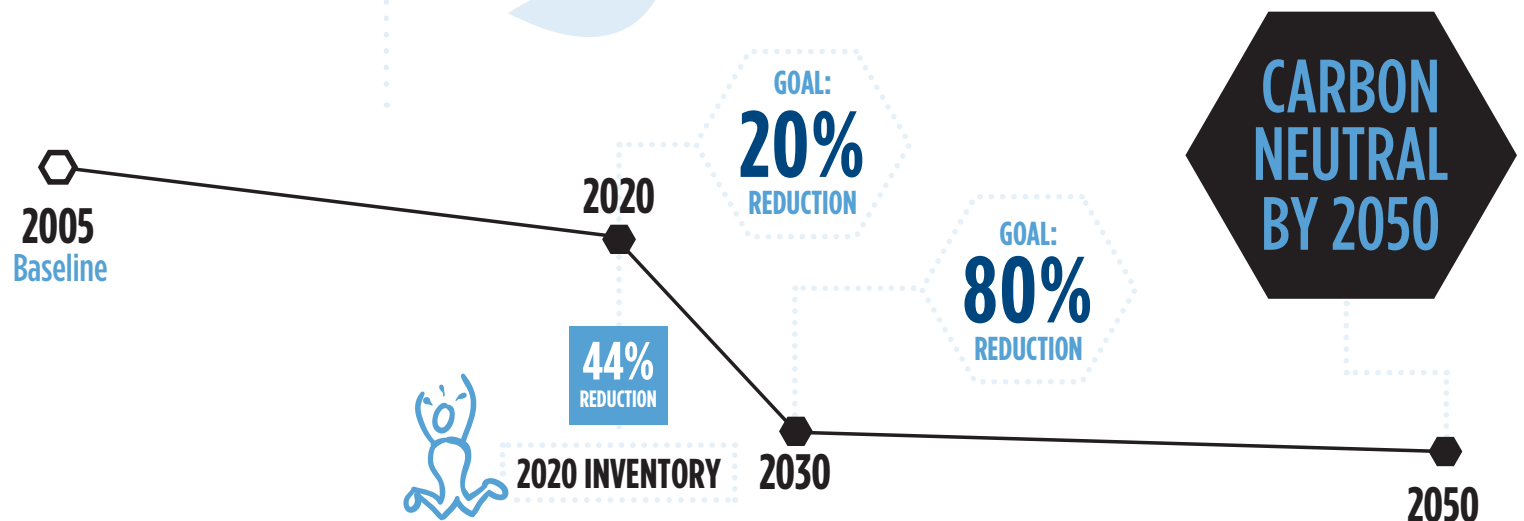
AS OF 2020, THE CITY ORGANIZATION'S GHG INVENTORY IS 44% BELOW 2005.

WE ARE CARBON NEUTRAL:

Our transportation systems, energy production and facilities lead the nation in sustainable design and resource efficiency.

BIGGEST DRIVERS OF GHG REDUCTIONS:

- renewable electricity
- energy efficiency in City buildings and operations
- reduced driving by City staff



2020 ACCOMPLISHMENTS



WE ARE RESILIENT

- The IT Network Team completed critical equipment changes for redundancy and disaster recovery.
- Staff demonstrated resilience by shifting to remote work with minimal gaps in overall service (higher impacts to Recreation and Cultural Services), while revising processes to update new work models.
- The Safety and Risk Management division ensured personal protective equipment and other health product supplies were maintained with minimal shortages for all staff during the pandemic.



OUR PUBLIC LANDS THRIVE

- The U.S. Fish and Wildlife Service removed the Colorado butterfly plant from the federally threatened plants list due, in part, to conservation at Meadow Springs Ranch and Soapstone Natural Area.
- Parks, trails and natural areas experienced record community member numbers during the pandemic. Depending on the site, visitation increased 13% to 214%.
- In October 2020, the Cameron Peak Fire burned 75% of Bobcat Ridge Natural Area including habitat and visitor infrastructure. Restoration started thanks to a grant from Pulliam Charitable Trust.



WE ARE WATER SMART

- Multi-departmental efforts to reduce water use during the Horsetooth Reservoir repairs resulted in a 65% decrease in irrigation use. City accounts saved approximately 53,000 gallons/daily.
- The Golf division hired a consultant to redesign irrigation systems and recommend changes to delivery ditches and ponds at all nine golf courses, with anticipated water reductions of 15 – 25%.
- City facility water audits evaluate water use and identify opportunities. To date 11 facilities have been audited and 100 fixtures have been retrofitted for estimated savings of 600,000 gallons.



WE ARE ZERO WASTE

- The white paper only recycling pilot project provided new bins located in four test sites. During the five-month pilot, 2,760 pounds of valuable white paper were collected to be recycled.
- The City signed a new five-year contract with Waste Management as our hauler at all City sites with new provisions to help reduce waste and reduce recycling contamination.
- A consultant was hired to create an industrial materials management roadmap with input from many City departments. Recommendations include enhanced coordination and increase Hoffman Mill capacity.

BIGGEST WIN: Resilience of staff during COVID-19

BIGGEST CHALLENGE: Budget cuts to Municipal Innovation and Energy Efficiency Funds



2020 ACCOMPLISHMENTS (CONT.)



WE ARE CARBON NEUTRAL

- The City ranked #1 for the 2020 North America Green Fleet Award for leading efforts to reduce greenhouse gas emissions by adopting electric vehicles, alternative fuels and an anti-idling policy.
- The Gardens on Spring Creek Visitor Center achieved LEED Gold Certification. The renovation was part of a two-year, \$6 million expansion project including a unique glass butterfly conservatory.
- The building battery demonstration project at 222 Laporte is now operational. The 100 kW commercial battery system stores excess solar generation and allows staff to reduce peak loads.



WE ARE A WORLD CLASS WORKPLACE

- Personnel policy updates included expanded teleworking options, the inclusion of pregnancy loss for Bereavement Leave, and adjusted Vacation Time use to reflect travel restrictions.
- There are now four Employee Resource Groups to support staff, with the 2020 addition of ENCORE: Engaging Employees of Color for Opportunity, Retention and Enrichment.
- From April – December 2020, HR hosted 56 Weekly Check-Ins for employees. The combined attendance was 4,863 and averaged 84 attendees (data does not include recording viewings). Sessions supported and developed employees' mindfulness, resilience, physical and financial wellbeing, and mental health.
- Both the Water Treatment Plant and Water Reclamation Facilities maintained ISO 14001 certification in Environmental Management Systems, as well as Gold Leader status in the Environmental Leadership Program of Colorado Department of Public Health and Environment.



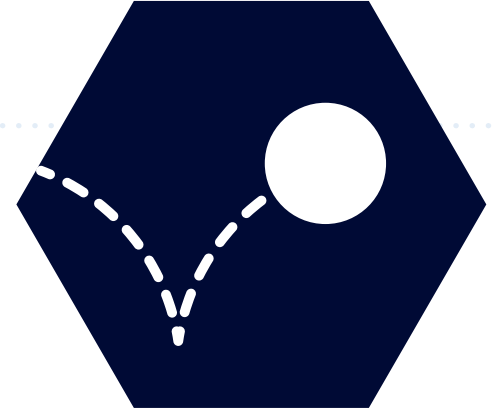
2021 AREAS OF WORK

- A dashboard of metrics, data, accomplishments, and stories is coming soon to provide reporting insights. A first iteration is planned for 2022 and will continue to be refined.
- All staff are invited to align work plans and collaborate to achieve sustainable outcomes.

WE ARE RESILIENT



We are Resilient was the priority goal area for employee education and communication in 2020.



PROGRAM OUTCOMES:

- **350 employees participated**
- **78%** wanted to learn more on how resilience benefits work
- **53%** recommended AWARE to someone else
- **60 employees submitted a Story of Resilience** which were highlighted in the monthly Sustainability Stories newsletters

The **AWARE** employee engagement program was offered in partnership with the Wellness Team. There was an emphasis on:

- building staff capacity to prepare for and recover from disturbance events (Strategy 1.2.1)
- increasing emergency management and preparedness throughout the organization (Strategy 1.2.2)
- recognizing departments already undertaking adaptation initiatives (Strategy 1.2.3).

The **AWARE** curriculum is still available to staff.

TESTIMONIAL: *“It was fun to learn about what the organization is doing through the lens of resilience – I have never thought about it this way.”*

“I feel like I see resilience a lot now!”

AFTER COMPLETING THE PROGRAM:

- The percent of participants who have a strong understanding of **the concept of resilience increased 33%**
- The percent who have a strong understanding of how resilience relates to their work increased from **30% to 64%**
- **92%** plan to apply what they learned about resilience to their work