

Sustainability Performance Plan

FY 2021

Department of Labor

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Approved by Danté Bartolomeo
Commissioner

*This report was written in compliance with
section 5 of Executive Order 1.*



EO 1 Background

On April 24, 2019, Governor Lamont launched the GreenerGov CT initiative by signing Executive Order 1 (EO 1). This initiative directs Executive Branch agencies to advance environmental leadership and cost savings for taxpayers by reducing greenhouse gas emissions, water use, and waste disposal, along with other sustainability objectives for energy use in buildings and vehicles.

EO 1 calls on agencies to recommit to and expand the state's Lead by Example (LBE) program to reduce the operating costs and environmental impacts of state government facilities and operations. EO 1 builds on the foundation of the state's LBE program by setting new sustainability goals, listed below, for Executive Branch agencies and invoking deeper levels of commitment and participation.

GHG
45% reduction in
GHG emissions
below 2001 levels

WATER
10% reduction in
water consumption
from a FY20 baseline

WASTE
25% reduction in
waste disposal from a
FY20 baseline

Since the GreenerGov CT initiative was launched, significant progress has been made in laying the groundwork for expanded LBE initiatives in the future: governance structures were established, baseline data was collected, and financing and project strategies were developed. Additionally, agencies reported completing or making progress on 90+ sustainability projects in FY20 in the annual agency Sustainability Performance Plans. Sustainability Performance Plans are plans drafted each year by Senior Sustainability Officers to detail agency progress and the necessary goals, actions, and responsible parties to achieve the targets set in EO 1.

In 2020 and 2021, agencies continued to navigate the COVID-19 pandemic. As many agencies' personnel returned to their offices in 2021, the GreenerGov CT leadership encouraged agencies to use this transition as an opportunity to refresh staff practices and to take on new sustainability initiatives. The FY21 Sustainability Performance Plan includes a summary of sustainability actions initiated as part of the "Returning to the Office Greener" call to action.

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EO 1 Participation Overview

DOL's Mission

The Department of Labor (DOL) is committed to protecting and promoting the interests of Connecticut workers. In order to accomplish this in an ever-changing environment, we assist workers and employers to become competitive in the global economy. We take a comprehensive approach to meeting the needs of workers, employers, and the other agencies that serve them by providing high-quality integrated services.

FY21 Participation Overview

Due to the Pandemic and Agency priorities, DOL's participation was limited.

Participating Agency Staff

Patrick Tallarita

Sustainability Projects

Project 1

What: Assessed usage and frequency of dumpster pick up to reduce cost and energy

Status: Completed in FY 2021

Where: Dumpster evaluation and pickup

Project type: Structural – Combination

Benefits: Reduction in cost

Project 2

What: Renewed awareness of recycling activities

Status: Completed in FY 2021

Where: Updated recycling collection and types of item collected

Project type: Structural - Combination

Benefits: Streamlining and greater efficiencies

Project 3

What: Continued replacement and upgrades of plumbing fixtures

Status: Ongoing

Where: 200 Folly Brook Wethersfield

Project type: Structural - Water

Benefits: Water cost and usage savings

Project 4

What: Review of fleet and vehicle usage

Status: In progress in FY 2021

Where: Agency wide

Project type: Behavioral - GHG - Vehicle/fleet

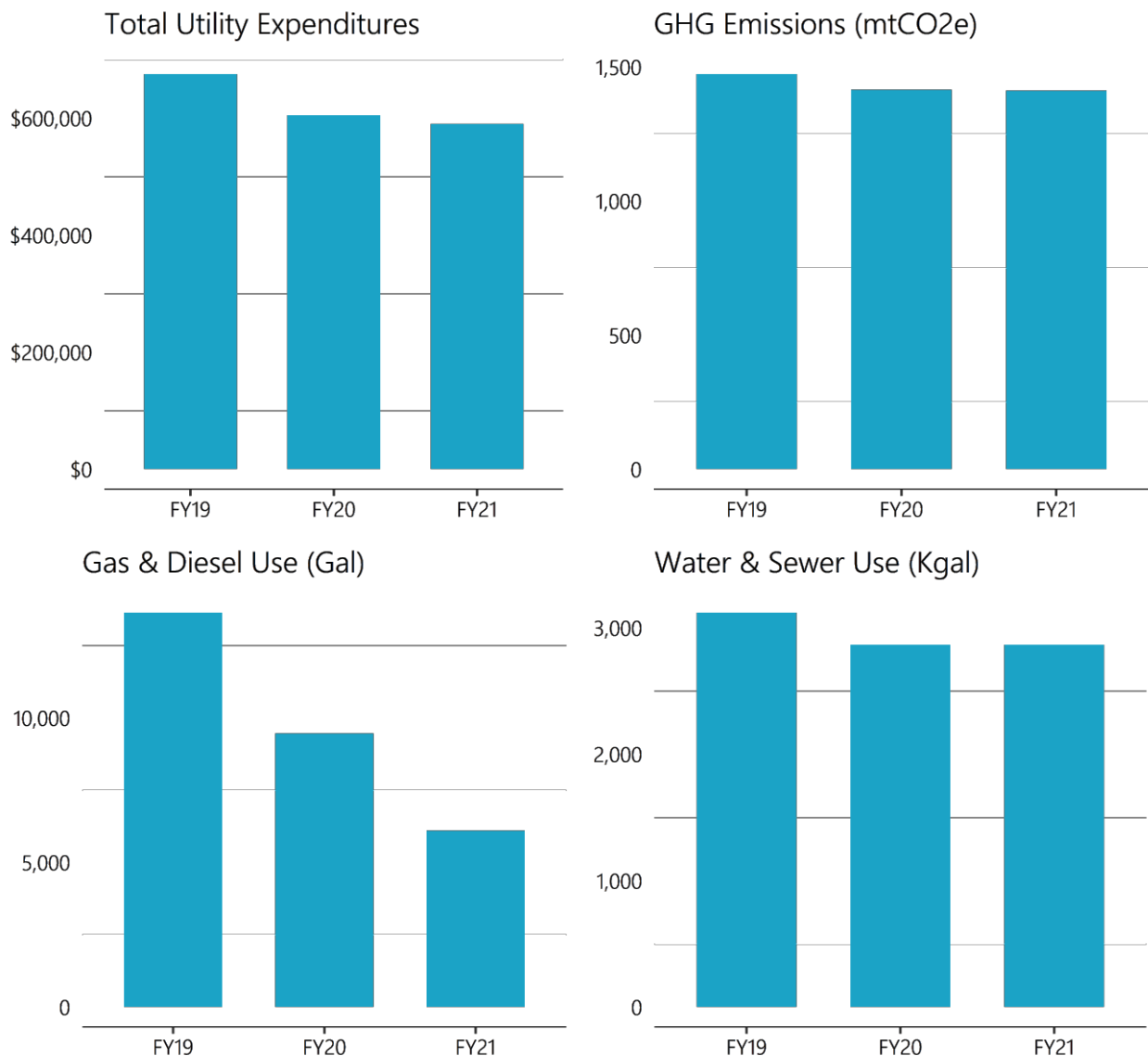
Benefits: Reduction in usage

Performance Data

The following data was pulled from EnergyCAP, the state's utility tracking software, on December 9, 2021. Note that utility data on agencies occupying space owned by another state agency may not be linked to their EnergyCAP accounts.

Data Trends, FY19-FY21

The charts below summarize DOL's total utility expenditures, GHG emissions, gas/diesel use, and water use for FY19-FY21. Missing or not yet processed data may cause these numbers to be artificially low. Note that in 2020 and 2021 there was a reduction of staff using facilities due to the COVID-19 pandemic, which contributed to a reduction in utility use and cost during that period.



Performance Data cont.

Detailed Utility Use and Cost Data

The table below summarizes DOL's utility use and costs for FY19-FY21 according to data pulled from EnergyCAP on December 9, 2021. As mentioned previously, keep in mind that this data may be incomplete.

Use						Cost			
Commodity	Unit	FY19	FY20	FY21	FY19-21 Change	FY19	FY20	FY21	FY19-21 Change
Electric	kWh	3,203,879.8	3,080,955	2,887,684	-9.9%	\$518,672	\$468,012	\$445,790	-14.1%
Natural Gas	CCF	96,676.2	98,681	112,338	+16.2%	\$95,684	\$88,814	\$102,146	+6.8%
Vehicle Gasoline	Gal	13,641.9	9,469	6,111	-55.2%	\$36,697	\$22,916	\$15,461	-57.9%
Total GHG Emissions	mtCO2e	1,473.6	1,416	1,413	-4.1%	-	-	-	-
Water	Kgal	1,564.7	1,433	1,434	-8.3%	\$16,005	\$16,046	\$16,752	+4.7%
Sewer	Kgal	1,556.7	1,433	1,434	-7.9%	\$8,154	\$9,364	\$10,050	+23.3%
Total	-	-	-	-	-	\$675,212	\$605,152	\$590,199	-12.6%

*Gasoline and diesel costs estimated based on average monthly cost from EIA.gov, \$2.53 for gasoline and \$2.81 for diesel in FY21; \$2.42 for gasoline and \$2.96 for diesel in FY20; \$2.69 for gasoline and \$3.25 for diesel in FY19.

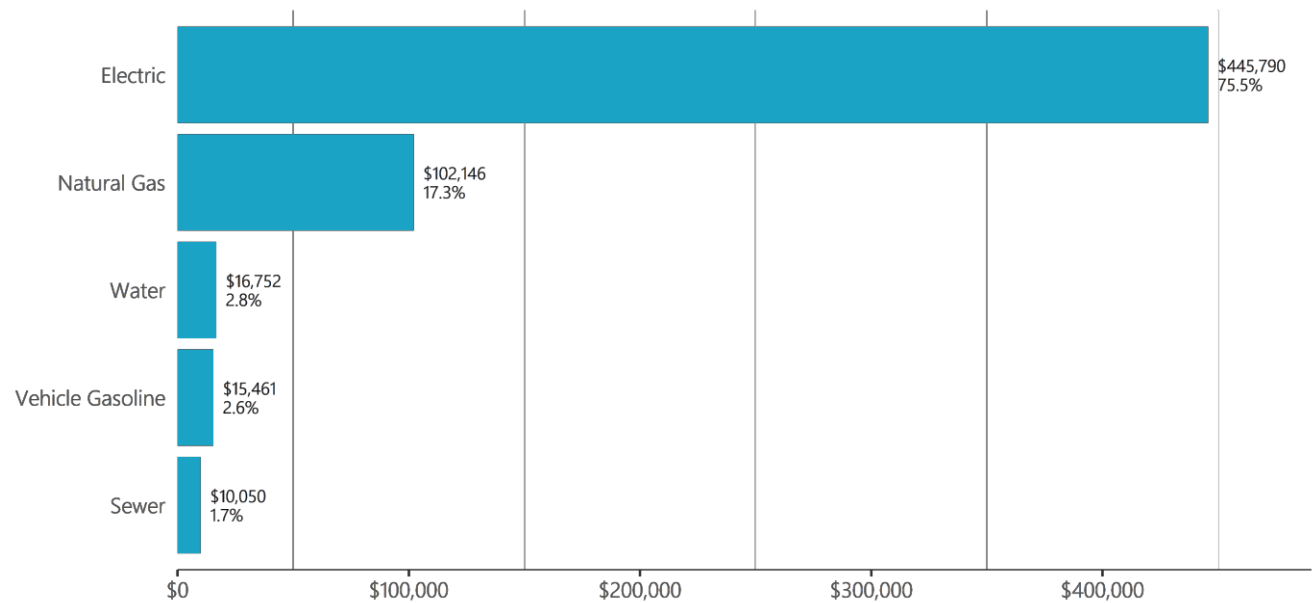
Performance Data cont.

FY21 Data Snapshot

The charts below highlight the breakdown of utility expenditures and GHG emissions by commodity for FY21.

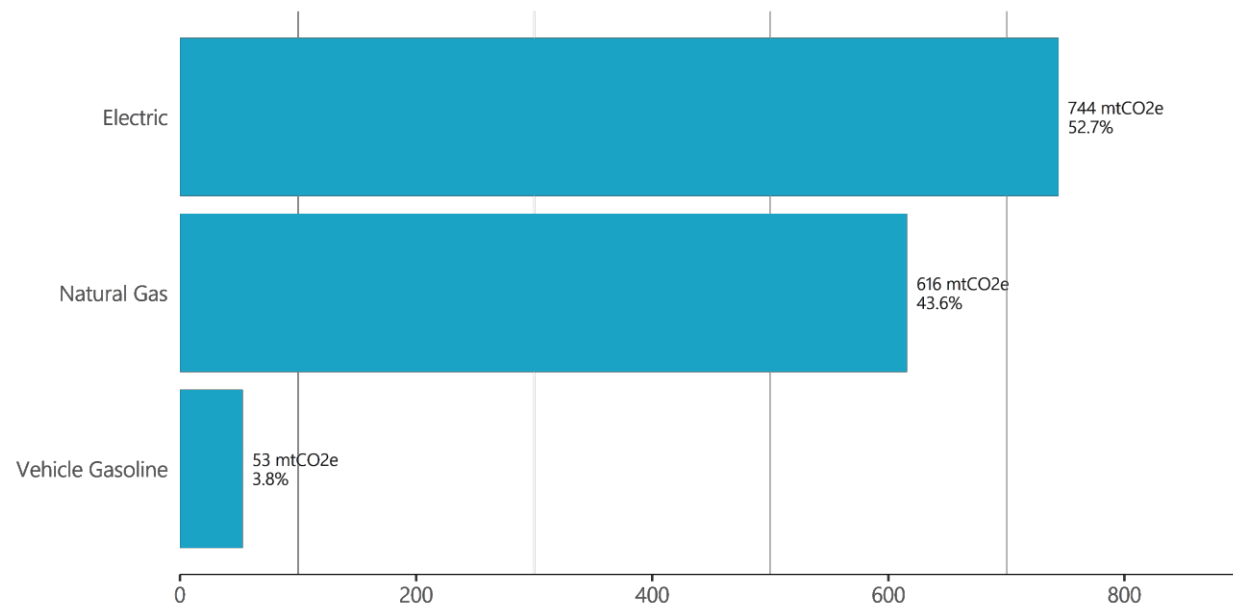
Commodity Cost Breakdown, FY21

The chart below represents the breakdown of commodity costs at DOL in FY21.



GHG Emissions Breakdown, FY21

The chart below represents the breakdown of GHG emissions by commodity at DOL in FY21.



Return to the Office Greener

In FY21, the GreenerGov CT leadership encouraged agencies to use the return to the office from teleworking due to the COVID-19 pandemic as an opportunity to refresh staff practices and habits and to take on new sustainability initiatives. Eleven actions were presented as possible strategies for a more sustainable return to the office, and agencies were asked to pick three actions not already in process. The actions for DOL are indicated below.

Returning to the Office Greener Suggested Actions

- | | |
|---|---|
| 1. Identify agency vehicles which could be transitioned to electric models. | |
| 2. Have a No-Cost retro commissioning scoping study to identify HVAC improvement and controls opportunities. | |
| 3. Sign up a building to participate in Eversource's Strategic Energy Management program. | |
| 4. Have a free building energy audit performed to identify basic opportunities to upgrade lighting or weatherization. | |
| 5. Perform a water audit to identify opportunities for fixture replacement or conservation actions. | ✓ |
| 6. Check for water leaks using the Fix-A-Leak Checklist. | ✓ |
| 7. Assess the feasibility of hosting solar on your buildings or property. | |
| 8. Optimize your dumpster size and pickup schedule. | ✓ |
| 9. Start an organics diversion/collection program. | |
| 10. Tune up recycling practices. | ✓ |
| 11. Make a Green Team of staff invested in making space and operations more sustainable. | |
| 12. Other actions | |

COVID-19 Impact

Impact of COVID-19 on DOL's ability to make progress on the goals of EO 1 in FY21

Fluctuating staff loads have been a challenge.

COVID-19 changes that have led to a positive sustainability outcome that will continue after the pandemic

Strategically evaluating building footprint needed for agency work	
Reassessing agency fleet	✓
Holding virtual meetings as a more regular practice	✓
Increased telework as a regular practice	✓
No changes to report	
Other	

Additional details on positive sustainability outcomes and how they will be continued after the pandemic

Pandemic triggered telework schedules have reduced consumption across all utilities and reduced fleet use. Since it now appears telework will continue as a regular practice, we anticipate our usage will increase from peak pandemic levels and then level off, with the ultimate result of consuming significantly lower amounts when compared to pre-pandemic usage.

Future Planning

Status of FY20 Plans

	Progress has been made	Progress has stalled	Plans have been completed.	Stated plans no longer a priority	Other
GHG Reduction	✓				
Water Use Reduction	✓				
Waste Reduction	✓				

Sustainability Plans Beyond FY21

GHG Reduction

Continued progress on reducing vehicle usage and increasing energy efficiencies statewide.

Water Use Reduction

Continued upgrades to fixtures to reduce water usage.

Waste Reduction

Improvement in purchasing, recycling and waste disposal programs.

Resources Needed

Barriers encountered while making E0 1 progress in FY21

Funding	✓
Staffing	✓
Technical expertise	✓
No barriers encountered	
Other	

Specific type of support or resources needed to make progress on future sustainability projects

Funding and technical support

Additional info on DOL's participation in E0 1 during FY21

We hope to take on more initiatives as the pandemic eases and a more stable in-person work environment emerges.