

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

# U.S. Office of Personnel Management 2022 Sustainability Plan



# 2022 U.S. Office of Personnel Management Sustainability Plan

## 1. U.S. Office of Personnel Management Sustainability Plan Summary

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The U.S. Office of Personnel Management (OPM) is committed to fulfilling President Biden's vision as outlined in Executive Order (E.O.) 14057: *Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability* by managing our procurement, real property, buildings, vehicles, and overall operations to optimize energy and environmental performance, reduce waste, and cut costs as required by the *Energy Act of 2020*.

To support the President's vision, OPM will reinforce its efforts by implementing the strategies outlined in this Sustainability Plan (SP). OPM is committed to accomplishing these goals by integrating sustainability into agency policies and operations, including improving the efficiency of its buildings, maximizing carbon-free electricity use, transitioning its fleet to zero-emission vehicles (ZEVs), and promoting the purchase of environmentally preferable products and services. In addition to setting and achieving annual sustainability targets, OPM recognizes that weather-related occurrences can have an impact on facility operations as well as the ability to achieve its mission. Therefore, the agency will continue to build resilience and adaptive capacity to address these risks and vulnerabilities.

In fiscal year (FY) 2021, OPM reduced Scope 1 and 2 greenhouse gas (GHG) emissions and achieved a 77.5% reduction compared to its FY 2008 baseline. OPM attributed this reduction primarily to increased building efficiency from implementing energy and water conservation measures, which have been in place since 2012. Compared to FY 2008, emissions from building energy use went down by 72.4% and emissions from vehicles went down by 99.1%.

## 2. Priority Actions Towards Goals

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### A. 100 Percent Carbon Pollution-Free Electricity

OPM manages two facilities owned by the General Services Administration (GSA): (1) the Theodore Roosevelt Federal Building (TRFB), OPM's headquarters office in Washington, D.C.; and (2) the Federal Executive Institute (FEI) campus; which offers learning and ongoing leadership development for senior leaders, located in Charlottesville, Virginia. OPM also manages the building operations at a third facility – a commercially-owned leased facility in Macon, Georgia – that houses a data center as well as additional information technology services.

Highlights include:

- In FY 2021, 17.1% of the total electricity consumed was obtained from renewable sources; this includes green energy purchases from utility providers, renewable energy credits (RECs), and 118 MWh of solar energy generated by photovoltaic sources onsite at the TRFB.
- One of the important steps in reasserting OPM's commitment to addressing the existential crisis climate change poses is increasing its consumption of carbon-free electricity at its headquarters building to 50%, effective November 2021.

## **B. 100 Percent Zero-Emission Vehicle (ZEV) Fleet**

OPM seeks to have a 100 percent ZEV fleet by FY 2035. Until then, we are integrating sustainable practices into our daily fleet operations and improving efficiencies by right-sizing our vehicle fleet and increasing utilization.

Highlights include:

- To prepare for future growth in the agency's ZEV fleet in the coming years, meet the growing demand for Privately Owned Vehicles (POV) and Battery Electric Vehicles (BEV) charging requests, and comply with the Fixing America's Surface Transportation (FAST) Act, OPM plans to install 10 Electric Vehicle Supply Equipment (EVSE)s at its three delegated leased facilities commencing in FY 2023.
- OPM is exploring options to convert the agency vehicles that our investigators use.

## **C. Net-Zero Emissions Buildings, Campuses, and Installations**

### ***i. Design and Construction for Net-Zero Emissions***

OPM is committed to working with GSA to achieve net-zero emissions in the design and construction of new facilities or when pursuing new leases. OPM will continue to invest in efficiency improvements at the two Federally-owned buildings where OPM has delegated responsibilities and build upon its existing strategies which have helped to reduce building emissions.

Highlights include:

- OPM will work with GSA to track the recycling of construction and demolition materials when pursuing renovation work.
- The use of renewable energy is vital towards achieving net-zero emissions at OPM-managed facilities. OPM will continue to apply a combination of direct renewable electricity purchase, onsite renewable and seeking to set new targets through the CFE Strategic planning and target setting process that was recently launched. In FY 2021, 17.1% of the total electricity consumed was obtained from renewable sources, including green energy purchases from utility providers, RECs, and 118 MWh of solar energy generated by photovoltaic sources onsite at the TRFB.

### ***ii. Increasing Energy Efficiency***

OPM reduced energy intensity (Btu/GSF) by 50.3% compared to its FY 2003 baseline. OPM primarily attributes these reductions to increased building efficiency from implementing energy and water conservation measures in 2012. Over the past decade, OPM has thoroughly modernized the TRFB – improving both energy efficiency and resiliency – using a unique combination of the following:

- ARRA-funded, GSA-managed capital improvement projects, and
- Two privately funded, OPM-managed Energy Savings Performance Contracts (ESPCs).

These modernizations have enabled OPM to achieve a savings of over \$1.6 million per year when compared to the amount spent in FY 2014.

As a result of reducing our electricity consumption by more than 52%, compared to baseline levels from the implementation of Phases I and II of the Energy Savings Performance Contract (ESPC), the Department of Energy awarded OPM \$1 million towards Phase III of the ESPC which will further energy and water efficiency and resilience improvement at the OPM Headquarters building. In FY 2022, OPM performed and completed a comprehensive evaluation of its TRFB, FEI, and Macon facilities and will utilize performance contracting ESPC to implement cost-effective Energy Conservation Measures (ECMs). Annually, OPM budgets and spends at least 10% of the cost for utilities on efficiency improvement projects, which continues to yield energy efficiencies.

### *iii. Increasing Water Efficiency*

Compared to its 2007 baseline, OPM has consumed 60.6% less water due to:

- Implementing cost-effective energy and water-saving efficiency measures through performance contracting and direct funding, and
- Continuing to assimilate sustainability design in renovations to achieve maximum, water efficiencies.

## **D. Reducing Waste and Pollution**

OPM's waste and pollution reduction strategy is focused on decreasing non-hazardous solid waste generation through elimination, source reduction, and recycling. Each of the three facilities OPM manages has vigorous recycling programs. In addition, solid waste from the TRFB and FEI facilities is converted to energy at a Waste to Energy facility and FEI composts kitchen and landscaping waste. The agency's waste prevention and recycling measures, including reducing hazardous and non-hazardous waste generation, have resulted in the diversion of thousands of tons of solid waste from the landfill.

To build upon its efforts, OPM will continue to:

- Review its waste policy and chemicals inventory plans annually;
- Monitor solid waste and recycling generated;
- Educate new employees on reducing, reusing, and recycling (the 3 Rs of waste management); and
- Identify and deploy additional elimination, substitution, and/or waste management opportunities, when possible.

## **E. Sustainable Procurement**

OPM strives to increase the acquisition of sustainable products and services by increasing the use of government-wide acquisition vehicles that meet sustainability criteria and increase sustainable

acquisition training opportunities for acquisition personnel. In FY 2022, a Purchase Card Program Portal was developed to ease access to training materials and provide guidance on topics (i.e., Federal Acquisition Regulation (FAR) clauses, consideration for sustainable requirements, sustainable acquisition tools availability such as the Acquisition Gateway and GSA's Green Procurement Compilation, and applicability to micro-purchases) for the agency's acquisition workforce

In FY 2021, OPM achieved the following Sustainable Acquisition Results: \$30.4 million in contract actions (4.48% of contract actions and 6.44% of obligations (in dollars)) included statutory environmental requirements.

To achieve sustainability criteria, OPM will:

- Use data from the Federal Procurement Data System and System for Award Management to analyze our progress toward our sustainable acquisition goals;
- Ensure each sustainable acquisition category in OPM's sustainable procurement policy is updated and is in accordance with current FAR Clauses by conducting an annual review;
- Identify and use vendors committed to using EPEAT-registered (Significant New Alternative Policy) chemicals or other alternatives to ozone-depleting substances and high global warming potential hydrofluorocarbons;
- Continue to include sustainable acquisition training in the OPM Purchase Card Program annual refresher training;
- Participate regularly in the Government-wide Sustainable Acquisition and Materials Management Working Group;
- Continue to implement best practices from other agencies; and
- Implement and enforce Category Management initiatives.

## **F. Climate and Sustainability-Focused Federal Workforce**

OPM strives to strengthen adaptation, increase resilience to the impacts of climate, and reduce climate risks in collaboration with the Federal workforce. To promote a climate and sustainability-focused Federal workforce, OPM will:

- Leverage workforce flexibilities as a strategic asset to promote climate resilience and adaptation;
- Increase support for occupations critical to Federal adaptation and resilience efforts;
- Expand the availability of effective training to expand government's awareness and competencies related to climate adaptation and resilience; and
- Continue to support agencies with their surge hiring needs to bring on more climate and sustainability-focused individuals into their workforce.

## **G. Incorporating Environmental Justice**

OPM will promote fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.

OPM will enhance its environmental justice efforts by:

- Using its Climate Action Plan to involve those underrepresented populations who have been potentially affected by negative environmental consequences.

## **H. Accelerating Progress through Partnerships**

OPM will continue to work closely with agencies across the Government to accelerate progress. For example, to expand the availability of effective training to increase awareness and competencies related to climate adaptation and resilience, OPM will work with the Chief Human Capital Officers Council, President’s Management Council, and Chief Learning Officers Council as well as agencies with existing expertise in training around climate adaptation resilience (e.g., U.S. Department of Energy (DOE), U.S. Environmental Protection Agency(EPA), and the Federal Emergency Management Agency (FEMA)).

To increase support for Wildland Firefighters and other occupations critical to Federal adaptation and resilience efforts, OPM will work closely with the U. S. Department of Agriculture (USDA), the U.S. Department of the Interior (DOI), and the U.S. Office of Management and Budget (OMB).

Last, OPM will further support infrastructure-building efforts by continuing to partner with agencies to support their hiring needs to bring more climate and sustainability-focused individuals into the Federal workforce. OPM recognizes that partnerships help accelerate progress and will continue to work with partners internal and external to Government.

## **3. Progress Examples**

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OPM has made significant progress towards meeting facility efficiency goals through the implementation of the ESPC. Further water savings are expected upon completion of the energy and water conservation measures under the Phase III ESPC (Funded by \$1 million DOE Grant for Data Center Improvements) at the TRFB facility.

Below are examples of the progress OPM has made:

- Compared to our FY 2008 baseline, OPM achieved a 77.5% reduction in greenhouse gas (GHG) emissions, emissions from building energy use went down by 72.4% (23.1 % is because of the implementation of ESPC Phases I&II at OPM’s Headquarters, and emissions from vehicles went down by 99.1%.
- In FY 2021, 17.1% of the total electricity consumed was obtained from renewable sources; this includes green energy purchases from utility providers, renewable energy credits (RECs), and 118 MWh of solar energy generated by photovoltaic sources onsite at the TRFB.
- As of November 2021, OPM has achieved 50% carbon pollution-free electricity at TRFB by increasing its consumption of renewable electricity.
- Compared to its FY 2003 baseline, OPM reduced energy intensity (Btu/GSF) by 50.3%, achieving a savings of \$1.6 million.
- Compared to its 2007 baseline, OPM has consumed 60.6% less water.



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