



2016 Strategic Sustainability Performance Plan



Arecibo PR Job Corps Center Solar Panel Advance Training Solar Panel Instructor Luis Hernandez teaches students Luz Perez, Ruben Roman, and Richard Morales how a Gas Exhaust Fan works with solar power.

Contact:
Charlotte Hayes
Deputy Assistant Secretary for Policy
Office of the Assistant Secretary for Administration and Management
United States Department of Labor
hayes.charlotte@dol.gov

Submitted June 30, 2016

Table of Contents

Policy Statement	3
Executive Summary	5
Size & Scope of Agency Operations	16
Agency Progress and Strategies to Meet Federal Sustainability Goals	17
Goal 1: Greenhouse Gas (GHG) Reduction.....	17
Goal 2: Sustainable Buildings.....	21
Goal 3: Clean & Renewable Energy.....	25
Goal 4: Water Use Efficiency & Management.....	27
Goal 5: Fleet Management.....	31
Goal 6: Sustainable Acquisition.....	36
Goal 7: Pollution Prevention & Waste Reduction	40
Goal 8: Energy Performance Contracts	41
Goal 9: Electronics Stewardship & Data Centers.....	44
Goal 10: Climate Change Resilience	48
Appendix A.....	50

Policy Statement

The Department of Labor (DOL) is committed to continuing to be a Federal government leader by example in creating a clean energy economy that increases our Nation's prosperity and complies with all environmental and energy statutes, regulations and relevant Executive Orders while carrying out the vision of expanding opportunity for America's workers and their employers. The Department plays a critical role in President Obama's effort to build an economy of opportunity where all Americans who work hard and act responsibly have the opportunity to reach and remain in the middle class. DOL's priority is to participate actively in the Federal sustainability standards formulation and to achieve its mission with sustainability as an integral mode of operation. The Department notes that it has a special interest and role in sustainability leadership as it helps to increase the number of and train workers to acquire the skills they need to succeed.

Though the Department notes that its programs are not involved significantly in substantial greenhouse gas (GHG) emitting production processes, DOL has significant challenges in the sustainability arena. More than 99 percent of the Department's buildings are on 128 Job Corps Center campuses across the Nation comprising aged, unsustainable building stock and the Department's nearly 2 million square foot headquarters, the Frances Perkins Building (FPB), which was built in the unsustainable-friendly early 1970s, has limited potential for future energy efficiency upgrades.

The Department will continue to improve upon achievements already realized to include for example: staying on track for continuing annual average reductions in electrical usage; continuing to identify ways of reducing the consumption of potable water (in FY 2015 DOL reduced water use 25 percent from the 2007 baseline, which exceeds the 16 percent water reduction goal by 2015); and ensuring that new covered building stock will be designed to exceed energy efficient, environmentally-friendly engineering standards by 30 percent. With respect to the Department's fleet of almost 4,000 vehicles (reduced from 4,300 in FY 2012), in FY 2015 the Department exceeded the Energy Policy Act of 2005 (EPA) 75 percent alternative fuel vehicle acquisition goal with an EPA compliance percentage of 112 percent. cent while petroleum fuel has decreased 21.4 percent from the 2005 baseline. These are examples of results from the greenhouse gas reducing measures that we have been taking and continue to take.

DOL has undertaken a two pronged approach to the reduction in greenhouse gas emissions. We helped develop the new government-wide greenhouse gas reduction targeting tools and the Public Sector Standard for developing inventories of greenhouse gas emissions and have taken a number of steps in environmental, energy and transportation management activities to reduce greenhouse gas emissions. The issues the Department faces in reaching sustainability targets with its Job Corps property portfolio are the most challenging requiring the most work and resources. We are committed to the goal of having the greenest Job Corps Centers to train young people in green and other jobs and will continue to work toward that goal.

The Department is proud of its unique contribution to Federal sustainability including our efforts to train more Americans for energy sector and related jobs. Particularly exciting is seeing the sustainability knowledge and sensibility become an integral part of the job training efforts across the wide variety of job training programs at our 128 Job Corps Centers.

CHARLOTTE HAYES

Chief Sustainability Officer
Deputy Assistant Secretary for Policy
Office of the Assistant Secretary for Administration and Management

Executive Summary

The Department of Labor fosters and promotes the welfare of job seekers, wage earners, and retirees of the United States by improving their working conditions, advancing their opportunities for profitable employment, protecting their retirement and health care benefits, providing workers' compensation, helping employers find workers, strengthening free collective bargaining, and tracking changes in employment, prices, and other national economic measurements.

In carrying out this mission, the Department administers a variety of Federal labor laws including those that guarantee workers' rights to safe and healthful working conditions; a minimum hourly wage and overtime pay; freedom from employment discrimination; unemployment insurance; and other income support. These programs are not involved significantly in substantial greenhouse gas (GHG) emitting production processes. However, the Department believes that it has a significant contribution to make to Federal leadership in environmental energy and economic performance by helping set the standards for federal sustainability, ensuring that its buildings and operations are sustainable and training America's workers, including Job Corps students, for green jobs.

LEADERSHIP

The Department's efforts to meet the goals of Executive Order (E.O.) 13693, *Planning for Federal Sustainability in the Next Decade* (Mar. 19, 2015), are coordinated from the Office of the Assistant Secretary for Administration and Management (OASAM) which provides the Departmental leadership for effective business operations and procurement; performance budgeting; information technology solutions; human resources and civil rights; security and emergency management; environmental sustainability; and long-term planning so that the Department of Labor accomplishes its mission on behalf of America's workers. The Assistant Secretary heads OASAM and reports directly to the Deputy Secretary, who conducts weekly management meetings with the entire senior staff and monthly meetings with each agency within the Department setting, highlighting, and monitoring the performance priorities for the Department to achieve its mission.

Coordination and distribution of the plan to the public and 16,000+ employees across the Nation occurs through the www.dol.gov web site, the LaborNet intranet site which is accessed by all employees, DOL eMag FRANCES, DOL Newsletter (with 442,238 subscribers), Job Corps newsletters (to at least 1,000 recipients including Center operators, contractors, etc.) and communiqués from the Secretary from town halls to email. At Job Corps, information in the form of templates, information notices and communications helps to disseminate elements of the sustainability plan.

With the Chief Sustainability Officer, environmental, energy, fleet, real property, facility, and contracting management located in OASAM, the leadership and accountability for meeting the E.O. goals is concentrated in the DOL organization that is responsible for these roles on a daily basis. The individuals in these OASAM organizations have performance evaluation standards that include meeting the goals of E.O. 13693. As to the more than 99 percent of DOL's building

stock on 128 Job Corps Center campuses, the Job Corps and OASAM teams use its Engineering Support Contractor Information System (ESCIS), to track and assess building energy performance, manage design and construction projects and produce asset management reports.

OASAM team leadership ensures and supports policy and planning integration from the Chief Sustainability Officer to the property and fleet managers to the contracting operation which supports Job Corps operations.

PERFORMANCE SUMMARY REVIEW

The Department of Labor has to overcome a key challenge to achieving energy use reduction: 99 percent of the DOL building portfolio comprises 2,391 buildings at 128 Job Corps Centers the average age of which is 42 years. Still DOL has made impressive gains in energy reduction by reducing energy intensity by 28.6% since the FY2003 baseline. To maintain progress, DOL's Job Corps employs many methods to reduce energy use. One important method is ingraining sustainability in the DNA of Job Corps itself, i.e., Job Corps Center staff and students in the daily operation of the Job Corps Center and in the training for careers. Further, Job Corps embarked on a Center of Environmental Excellence program which reviews individual Job Corps buildings to achieve energy efficiency and savings and reduce the greenhouse gas footprint.

Goal 1: Greenhouse Gas (GHG) Reduction

To help achieve the Scope 1 and 2 greenhouse gas emissions reduction, the Department of Labor is reducing facility energy intensity, installing and using renewable energy, reducing fleet vehicle petroleum use, increasing fleet alternative fuel vehicle (AFV) use, optimizing vehicles' use, right-sizing its fleet, and increasing low emission and high fuel economy vehicle use.

Significantly, DOL's Scope 1&2 emissions, as evaluated through annual reporting, have dropped 20.7 percent and Scope 3 emissions have dropped by 37.3 percent.

- Using as many principles as practicable from the Federal High Performance Sustainable Building Checklist, Job Corps created its Centers of Environmental Excellence (CEE) program which targets Centers for evaluation and certification as to their sustainability. As the Guiding Principles for Sustainable Federal Buildings has been recently amended, DOL will modify our CEE program to match.
- Completed in FY 2015, the Wind River Job Corps Center was built to the Federal Guiding Principles for High Performance Buildings; and the New Hampshire Job Corps Center was completed with LED exterior lighting, highly efficient HVAC systems, and condensing gas water heaters;
- Scheduled for completion in FY 2016, the Sierra Nevada Cafeteria is planned for LEED certification;
- A solar photovoltaic project is in design at the Ramey Job Corps Center;
- Funded \$1,400,000 in energy and water projects in FY 2015. Examples of funded projects are:
 - Installation of high efficiency plumbing fixtures at the Earle C. Clements Job Corps Center,
 - Adding radiant heat controls at the Penobscot Job Corps Center,
 - Replacement of two boilers at the Denison Job Corps Center,
 - Replacement of windows at the Laredo Job Corps Center,
 - Insulating pipe, ducts and ceiling in an attic at the Muhlenberg Job Corps Center.

- Purchased renewable energy credits (RECs) and installed renewable energy to exceed the 7.5 percent goal so that 13 percent of DOL’s total electricity consumption is now generated by renewable energy sources;
- Completed staff Web-based training for all DOL facilities on the GSA’s Carbon Footprint Tool;
- Uses a Web-based energy and water tracking system for Job Corps Centers;
- Completed EISA Section 432 energy audits at 10 Job Corps Centers in FY 2015;
- Used 250 electric vehicles with zero tailpipe emissions for transportation at Job Corps sites.

The original design of the National Office, the Frances Perkins Building (FPB), makes it challenging for DOL to reduce energy from building heating and cooling systems. One lesson learned is that the DOL strategy to lower the FPB thermostat in the winter and raise it during the summer months created localized hot and cold spots in the building that resulted in increased employee complaints. Therefore, this strategy to save energy was discontinued. However, using strategies that integrate other DOL initiatives such as “Freeze the Footprint,” DOL plans to continue to reduce overall energy use and greenhouse gas emissions.

Goal 2: Sustainable Buildings

To overcome the challenge presented by the aged Job Corps building stock, new Job Corps construction is designed to and meets the *New Construction Standard of the Federal Guiding Principles for High Performance Buildings* (Guiding Principles). Job Corps continues to add sustainable buildings by planning for, and using, sustainable designs and practices, from site selection for new facilities through construction. FY 2015, the Department increased its percentage of buildings over 5,000 square feet meeting the Federal Guiding Principles to 5.3 percent, representing 6.3% gross square feet of the applicable building portfolio. This is up from 1.4 percent in FY 2012. The New Hampshire and Wind River Job Corps Centers have been completed to meet the Federal Guiding Principles.

For existing Job Corps Centers, the Centers of Environmental Excellence (CEE) program was developed to help centers meet the sustainability goals at the lowest possible cost, and by promoting activities beyond physical facility upgrades. This is a whole-center approach that includes changing the behaviors of building occupants to be mindful of energy and water usage, incorporate green practices and policies, and significantly involve students and staff. Once a center has completed the deliverables required for the CEE program, it is evaluated by a panel before being certified as a “Center of Environmental Excellence.” As the Guiding Principles for Sustainable Federal Buildings has been recently amended, DOL will modify our CEE program to match.

Some examples of Job Corps integration of sustainable design and green building efforts are:

- Wind River Job Corps Center has ground source heat pumps for heating and cooling;
- New Hampshire Job Corps Center has LED exterior lighting, highly efficient HVAC systems, and condensing gas water heaters;
- Sierra Nevada Cafeteria is planned for LEED Certification.

Further, approximately 100 Job Corps centers are using a Computerized Maintenance Management System (CMMS) that allows maintenance staff to prioritize repairs and respond to occupant work orders, and results in reduced maintenance costs. One lesson learned is that Centers that are using a CMMS program

have repair logs readily available for review to ensure the equipment is adequately maintained, which optimizes equipment and energy efficiency. Job Corps facilities are assessed every three years and a facility survey team of engineers and an architect write up building deficiencies. All new deficiencies that are identified and funded are corrected using energy and water efficiency solutions in accordance with the Department of Energy's Federal Energy Management Program (FEMP) designated products, ASHRAE 90.1 2013 energy standard, Energy Star, WaterSense, or other appropriate rating system for efficiency. With its building inventory loaded into the EPA Energy Star Portfolio Manager system, Job Corps strategies to meet targeted reductions in sustainable buildings are transparent and easily tracked.

The Job Corps approach in regional and local planning is to:

- Create a site selection process that favors areas that will leave a minimal environmental footprint;
- Favor sites that provide physical connections to the surrounding community;
- Incorporate participation in regional transportation planning (recognition and use of existing community transportation infrastructure) into existing policy and guidance;
- Align its policies to increase effectiveness of local energy planning;
- Incorporate sustainable building location into policy and planning for new Federal facilities and leases;
- Update agency policy and guidance to ensure that all Environmental Impact Statements and Environmental Assessments required under the National Environmental Policy Act (NEPA) for proposed new or expanded Federal facilities identify and analyze impacts associated with energy usage and alternative energy sources, and climate change impacts;
- Update its policy and guidance to ensure coordination and (where appropriate) consultation with Federal, State, Tribal and local management authorities regarding impacts to local ecosystems, watersheds and environmental and management associated with new or expanded Federal facilities.

The sites of the Wind River, New Hampshire, and the future Atlanta Job Corps Centers were selected considering local transportation and physical connections to the surrounding community.

As a current practice, the Department works closely with local and Tribal authorities for new construction projects in their communities. As applicable, the Department participates in local and regional environmental and sustainability efforts and initiatives.

Goal 3: Clean & Renewable Energy

The Department's hero on renewable energy is Job Corps. DOL and Job Corps sustainability efforts are boosted through these technologies by installing these solutions on Job Corps Centers nationwide. Through these efforts, and others, the department met the former E.O. 13514 requirement to increase the use of renewable energy, and is already prepared to meet the higher requirements of the new E.O. 13693—*Planning for Federal Sustainability in the Next Decade*.

Further, DOL has already exceeded the EPA's 2005 requirement that agencies increase renewable energy use such that at least 7.5 percent of the agency's total electricity consumption is accounted for by

Renewable Energy Credits for FY 2013 and beyond. In FY 2015, DOL's renewable energy use as a percentage of total electricity consumption already clocked in at 13 percent.

Job Corps produces renewable energy with wind turbines at the Pine Ridge, Angell, Cassadaga, and Hawaii/Maui Job Corps Centers, Muhlenberg, Joliet, Shreveport, Pittsburgh, Earle C. Clements, and Northlands Job Corps Centers. Solar photovoltaic production occurs at the Muhlenberg, Oneonta, Pittsburgh, Westover, Edison, and Woodland Job Corps Centers,. The Albuquerque Job Corps Centers produce domestic hot water using biomass. Job Corps also funded the following renewable energy projects: biomass boilers at the Boxelder Job Corps Center in South Dakota and a solar photovoltaic installation at the Ramey Job Corps Center in Puerto Rico.

Goal 4: Water Efficiency and Management

DOL is on track and meeting the Administration's priority for water use reduction. To support water use efficiency and improved management, Job Corps uses a Web-based utility tracking and monitoring system for all Job Corps Centers. The system's reporting and graphics package is a valuable tool that is used to analyze utility data and positively impact Job Corps conservation initiatives.

In addition, Job Corps has:

- Funded \$1,400,000 in energy and water projects in FY 2015;
- Mandated that all new buildings use low-flow water fixtures and equipment;
- Installed low-flow water fixtures in many of its facilities;
- Identified and promoted water reuse strategies consistent with state laws that reduce public water consumption;
- Reduced its infrastructure footprint by planned demolition of older, less water efficient structures at Job Corps Centers;
- Developed Water Conservation Program Plans at 100 Job Corps Centers;
- Installed Xeriscaping at the Weber Basin JCC in Utah by removing water intensive planting and replacing with native plants, rock and mulch. The planned removal is 3/4 done;
- Placed native plants and rock in the dormitory area at the Phoenix JCC; and,
- Replaced 76,000 of turf grass with low water plantings and hardscape at the Sierra Nevada JCC in Reno, Nevada.

Job Corps also encourages the use of non-potable water for irrigation and car washing, such as storm water, pond water, or water from rain harvesting cisterns, as appropriate. For example, the Pinellas Job Corps Center uses municipal-supplied non-potable water for irrigation and multiple centers use rain harvesting cisterns for irrigation.

However, although Job Corps has taken numerous actions to reduce water use, maintaining its overall water reductions will be challenging because the Job Corps student population is currently increasing. A larger student population will require increased water use for drinking, food preparation, and personal hygiene. Therefore, Job Corps Water Conservation Program Plans are crucial in helping the Job Corps Center identify ways to continue to reduce water use.

DOL's National Office is also working hard to meet the water reduction goals with:

- Replacement of bathroom faucets in the Frances Perkins Building with low flow models;
- Replacement of steam heating tubes in the headquarters building's hot water converters that has resulted in not only a 34 percent decrease in water use, but also has decreased steam consumption by over 20 percent; and,
- Installation of smaller, more efficient cooling towers at the headquarters building that will reduce water consumption and water loss to evaporation and be more energy efficient.

Goal 5: Fleet Management

The DOL on-road vehicle fleet comprises 3,991 vehicles. Alternative fuel use has been increased to comprise 5.6 percent of DOL's total fuel usage and petroleum fuel use has decreased by 21.4 percent from the FY 2005 baseline. This achievement is impressive, because lack of local Alternative Fuel Vehicle (AFV) infrastructure makes it challenging to meet the AFV fuel increase and conventional fuel reduction targets. DOL is currently focusing its efforts on adding smaller low greenhouse gas gasoline and gas-electric hybrid vehicles to the DOL fleet. Additionally, over 250 electric vehicles with zero tailpipe emissions are already used at Job Corps sites for on-site transportation.

DOL created its own fleet management system, Automobile Use Tracking On-Line System (AUTOS), an online vehicle reporting system that provides accurate and efficient compilation of fleet data and has reduced paperwork and administrative costs. AUTOS has been instrumental to DOL meeting and maintaining statutory requirements and the goals set by Executive Orders. From FY 2012 to FY 2015, the Fleet Management Team has saved almost \$5.7 million in direct fleet costs, building upon having been awarded the 2014 Secretary's Honor Award for saving over \$1.8M in fleet costs through successful optimization efforts in FY 2013.

Of the 3,991 vehicles in DOL's FY 2015 fleet, 2,029—almost 51 percent—are used by the Department's seven worker protection and enforcement agencies. These agencies require vehicles to conduct compliance and enforcement inspections. The need to transport or install specialized equipment in enforcement vehicles, or to deal with variable road terrain conditions, often defines what vehicle models an agency can consider. One lesson learned is that MSHA inspectors cannot use the current selection of low greenhouse gas SUVs offered by GSA for conducting mine inspection activities. In FY 2013 the Department replaced MSHA's mid-sized SUV models with smaller low greenhouse gas SUVs. The change was unsuccessful because the smaller vehicles did not have adequate ground clearance to transverse unpaved mining roads and the cargo space was inadequate to transport all of the equipment used by mine inspectors. As a result, MSHA and other DOL agencies analyze fleet optimization strategies and options carefully to ensure that vehicle reduction, model downsizing, and conversions from conventional to alternative fuels do not compromise the agency mission.

Goal 6: Sustainable Acquisition

The DOL Procurement Executive has issued guidance to the Department's contracting officers

on the requirements to acquire products and services complying with environmental and sustainability standards, including, but not limited to bio-based, Energy Star and Electronic Product Environmental Assessment Tool (EPEAT) products and products containing recycled content. DOL updates the agency affirmative procurement plans, policies and programs to ensure that all Federally-mandated products and services are included in all relevant acquisitions. In DOL's new Acquisition Management System (AMS) for procurements, which is being deployed in a commercially hosted cloud based environment, all federally-mandated sustainability clauses are built-in as a default template in all relevant procurements and services. DOL deploys contracting officer notices to the contract officer community to remind the community about biobased purchasing requirements. The Department also uses the Federal Strategic Sourcing Initiatives, such as Blanket Purchase Agreements, for office products and imaging equipment which include sustainable requirements. To ensure that DOL purchase cards are used to purchase such products, DOL revised the DOL purchase card handbook to include sustainable acquisition requirements. The revised handbook was then redeployed to the DOL purchase card community.

DOL has required the purchase of green products and services in the following categories: paper and paper products; vehicles; office products (including electronic equipment); printing services; fleet maintenance products; building construction, renovation and maintenance (including janitorial and landscape); recreational products and services; appliances; lighting; Federal Energy Management Program (FEMP) designated products; and EPEAT-registered IT equipment (computers, laptops, and monitors). One challenge is that old contracting templates may sometimes be used to develop new procurements. Therefore, a lesson learned is that it is important to periodically review applicable contracts being drafted to ensure that the sustainability requirements are included.

Job Corps procurement activities are subject to all Departmental policies, guidance and oversight. Job Corps is making special efforts throughout its centers to enhance its central office and field performance and integrate compliance with statutory, Executive Order, and Department requirements and efforts to facilitate the achievement of the goals and targets.

Goal 7: Pollution Prevention and Waste Reduction

DOL has established recycling programs at DOL sites nationwide and is a national level participant in GSA's recycling program. Additionally, DOL requires the use of recycled content paper for all printing within the Department.

In addition to the DOL overall implementation of methods for waste stream mitigation and reduction, Job Corps has taken the following steps:

- Job Corps Centers conduct waste audits to estimate amounts of waste generated and diverted from landfill (recycled or composted). This also allows Job Corps Centers to track and report their quantity of waste and recycling;
- Job Corps provided Web-based training to all Job Corps Centers on conducting the audits;
- Several Job Corps Centers have removed trays from food service, which reduces food and water waste;

- Job Corps Center of Excellence Program includes an integrated pest management plan. Integrated Pest Management Plans and Waste Management Plans have been implemented at the Alaska, Penobscot, Cleveland, and Flint/Genesee Job Corps Centers;
- The Treasure Island, Pittsburgh and Oneonta Job Corps Centers compost landscaping waste and some food waste to support vegetable gardens and landscaping.

At the DOL headquarters, the Frances Perkins Building (FPB), all requests for construction, alteration and repair must now go through a single point for review and approval. Among the items being reviewed and mandated under this process are the requirements for installation of recycled content and recyclable carpet within the building; use of zero-emission volatile organic content paints, and review of the statement of work to ensure that the sorting and recycling of construction and demolition materials are required. A new DOL Indefinite Delivery Indefinite Quantity (IDIQ) contract was developed for interior renovations and includes all sustainability clauses for energy efficient and biobased products.

The Department will include clauses in construction contracts to require construction vendors to sort construction debris into recyclables and non-recyclables and require that recyclable products generated and construction and demolition (C&D) debris be appropriately recycled. To further reduce municipal solid waste sent to landfills, Job Corps Centers developed Waste Management Policies and track the amount of solid wastes diverted from landfill.

Goal 8: Energy Performance Contracts

DOL issued a Notice of Intent to Award (NOITA) with an investment value estimated at \$4.8 million prior to the performance of an Industrial Grade Audit for an Energy Savings Performance Contract (ESPC) for the Mining Safety and Health Academy (MSHA) in Beaver, West Virginia. In FY 2013, DOL pursued developing an ESPC at the Frances Perkins Building, which is a General Services Administration (GSA) delegated building. What challenged DOL was our inability to secure the required approval from GSA for entering into an ESPC for the building. For the 128 Job Corps sites developing an ESPC is also a challenge because each Job Corps site has a relatively small energy use and sites are scattered across the country.

Goal 9: Electronic Stewardship and Data Centers

The Department's "Green IT – Federal Data Center Consolidation Initiative" (FDCCI) aimed to create a unified IT infrastructure to align the Department with the electronic stewardship and data center goals of the former E.O. 13514. All agencies within DOL were directed to utilize the DOL enterprise Data Center Consolidation Initiative (DCCI) to satisfy new and existing requirements.

In 2014, the DCCI entered the first option year of the seven year contract aimed at consolidating DOL data centers in the Washington D.C. metropolitan area initially, and then expanding the focus to all DOL data centers nationwide. The effort included the procurement of a state-of-the-art "Tier 3" commercial data center in Silver Spring, Maryland, which became operational in May 2013. There were several important infrastructure projects that required completion for the efficient migration of DOL systems, services and capabilities to this new location. Most importantly, the network infrastructure needed to be built with an

expanded circuit bandwidth and high speed network backbone to support the virtualized and cloud-based environment and migration strategy for DOL agency systems. Since completing this network architecture in December, 2013, the DOL has closed 18 non-core data centers through consolidation or elimination. In FY 2014, due to budget and resource reductions and to ensure optimization of systems is achieved, the DOL approach was focused on establishing all new systems and applications at the new consolidated data center while also migrating applications that are of current technology and capable of being migrated to that environment. This approach may not close as many data centers initially but it does ensure the continued progress of migration to the new more efficient environment, and avoids delays that may occur based on application refresh prerequisites and security deficiencies found in many legacy applications. During the multi-year DCCI migration period, DOL agencies are required to comply with the DOL-wide Green IT FDCCI plan.

In support of energy reduction goals, as early as June 2009, DOL initiated policies and strategies to meet the goals, practices and reporting requirements for electronics stewardship in former E.O. 13514. These are embodied in a Department-wide effort to: 1) improve the life cycle environmental management of electronic assets, including acquisition, operations, and end-of- life management strategies; 2) measure such improvements; and 3) achieve progress towards sustainable electronics stewardship.

The plan is updated periodically to facilitate the following target Electronics Stewardship Goals:

1. Acquisition Phase: 95 percent of computer products purchased have been EPEAT-registered;
2. Use Phase: To the maximum extent possible, ENERGY STAR features are enabled on 100 percent of computers and monitors and agencies/facilities have policies and programs to extend the lifetime of electronic equipment; and,
3. End-of life Phase: DOL's policy is that 100 percent of non-usable computers are recycled using environmentally sound management practices. This is accomplished by re-commissioning electronic equipment within the Department, whenever possible. If equipment does require disposal, the Department requires that certified R2 or eSteward electronic recyclers are used to ensure proper recycling.

Goal 10: Climate Change Resilience

Hurricane Sandy showed the Department how an extreme weather event can affect the Department's employees, locations and mission. As a result, DOL developed a working group comprised of emergency management representatives from each DOL agency, human resources professionals, and policy staff to identify areas of improvement in current departmental emergency response policies and procedures. This working group incorporates new federal planning requirements, best practices and lessons learned from previous extreme weather events into the annual review and updates of regional and agency continuity plans.

Following the President's issuance of Executive Order 13653, *Preparing the United States for the Impacts of Climate Change* (Nov. 1, 2013), the working group members were asked to work with DOL agency administrative officers to consider the impacts and vulnerabilities/risks of climate change to each agency mission, employees, and assets and to make recommendations for the Department's Climate Adaptation Plan. The Department's revised draft Climate Adaptation Plan is based on this information provided by each agency. Climate planning is integrated with the Department's modernization efforts to move IT infrastructure to the Cloud and the DOL teleworking initiatives that enable DOL to accomplish mission

objectives even during extreme climatic events. DOL will evaluate its progress in meeting the Plan goals and will update the Plan as required.

Combining these key Department-wide efforts with the Job Corps climate adaptation efforts has inculcated the constant consideration of the climate change risks and vulnerabilities into DOL's day-to-day operation. In addition, Job Corps added climate change considerations into its National Environmental Policy Act (NEPA) process. The North Texas Job Corps Center Gymnasium project which will be designed in 2016 will be a tornado shelter.

Progress On Administration Priorities

I. President's Performance Contracting Challenge (See Goal 10)

As discussed previously in Goal 10, DOL issued a NOITA with an investment value estimated at \$4.8 million prior to the performance of an Industrial Grade Audit for an ESPC for the Mining Safety and Health Academy (MSHA) in Beaver, West Virginia. This ESPC's estimated value exceeds DOL's original commitment of \$3 million. For the 128 Job Corps sites developing an ESPC is also a challenge because each Job Corps site has a relatively small energy use and sites are scattered across the country. Despite the fact that DOL does not have the staff resources to manage a bundled ESPC for multiple sites that span several states, Job Corps and DOL are working with a regional approach to bundling small sites to see if such an approach might be significant enough to attract an Energy Services Company (ESCO).

II. Electric and Zero Emission Vehicles (See Goal 3)

By the beginning of FY 2016, almost 70% of the DOL fleet—2,764 vehicles—was designated alternatively fueled vehicles (AFV). Of these AFVs, 316 vehicles—almost 8% of the fleet—were gas-electric hybrid. Additionally, over 250 electric vehicles with zero tailpipe emissions are already used at Job Corps sites for on-site center transportation. Because the DOL inspection agencies often travel long distances and need vehicles that can transport equipment and traverse rugged terrain, plug-in electric vehicles often cannot meet mission needs. At Job Corps Centers, the majority of vehicles are buses and vans used to transport students or trucks used for on-the-job training. Therefore, there is limited opportunity for DOL to appreciably add plug-in electric vehicles to its fleet, but will do so when adding plug-in electric vehicles can be accomplished without jeopardizing mission requirements.

III. Preparing the US for the Impacts of Climate Change (See Goal 9)

Pursuant to E.O. 13653, the DOL prepared a Climate Adaptation Plan that built upon earlier climate change planning efforts (pursuant to Executive Order 13514, *Federal Leadership in Environmental, Energy, and Economic Performance* (Oct. 5, 2009). This Adaptation Plan is a policy framework for climate change adaptation, analyzing agency risks and vulnerabilities, and performing adaptation planning in accordance with the Council on Environmental Quality (CEQ) guidance, *Preparing Federal Agency Climate Change Adaptation Plans in Accordance with Executive Order 13653* (Dec. 19, 2013). The agency's three highest-risk critical vulnerabilities/assets were found to be personnel, utilities (including information technology, telecommunications (data and voice), power, and water infrastructure, and buildings (for Job Corps).

The Department's key modernization initiative—moving its IT infrastructure to the Cloud—is the major means enabling DOL to accomplish mission in the event of climate change. In addition to increased promotion of telework within the Department, new IT initiatives will ensure greater flexibility with the ability to perform work outside of the physical office including, but not limited to: cloud email, virtual desktop infrastructure (VDI), and cloud storage/collaboration.

With nearly 2,400 buildings, Job Corps Center campuses serve often as alternative shelter for communities in the event of extreme weather events. Job Corps' unique strength lies in its role as a community member and federal partner positioned to provide trained young adults who volunteer to provide assistance. Over the years, Job Corps students have been involved in fire-fighting and other disaster management efforts all across the country. Job Corps' federally operated centers (Civilian Conservation Centers), operated by the USDA Forest Service, work closely with DOL to establish health, safety, and emergency planning and responses. Job Corps Centers are also prepared for evacuation in the event of climate change extreme weather events. The North Texas Job Corps Center Gymnasium project which will be designed in 2016 will be a tornado shelter.

Size & Scope of Agency Operations

Agency Size and Scope	FY 2014	FY 2015
Total Number of Employees as Reported in the President's Budget	16,555	16,583
Total Acres of Land Managed	6,076.4	6,076.4
Total Number of Buildings Owned	2,116	2,149
Total Number of Buildings Leased (GSA and Non-GSA Lease)	745	714
Total Building Gross Square Feet (GSF)	31,525,386	31,743,554
Operates in Number of Locations Throughout U.S.	587	581
Operates in Number of Locations Outside of U.S.	0	0
Total Number of Fleet Vehicles Owned	92	93
Total Number of Fleet Vehicles Leased	3,864	3,898
Total Number of Exempted-Fleet Vehicles (Tactical, Law Enforcement, Emergency, Etc.)	40	183
Total Amount Contracts Awarded as Reported in FPDS (\$Millions)	432.6	576.2

Agency Progress and Strategies to Meet Federal Sustainability Goals

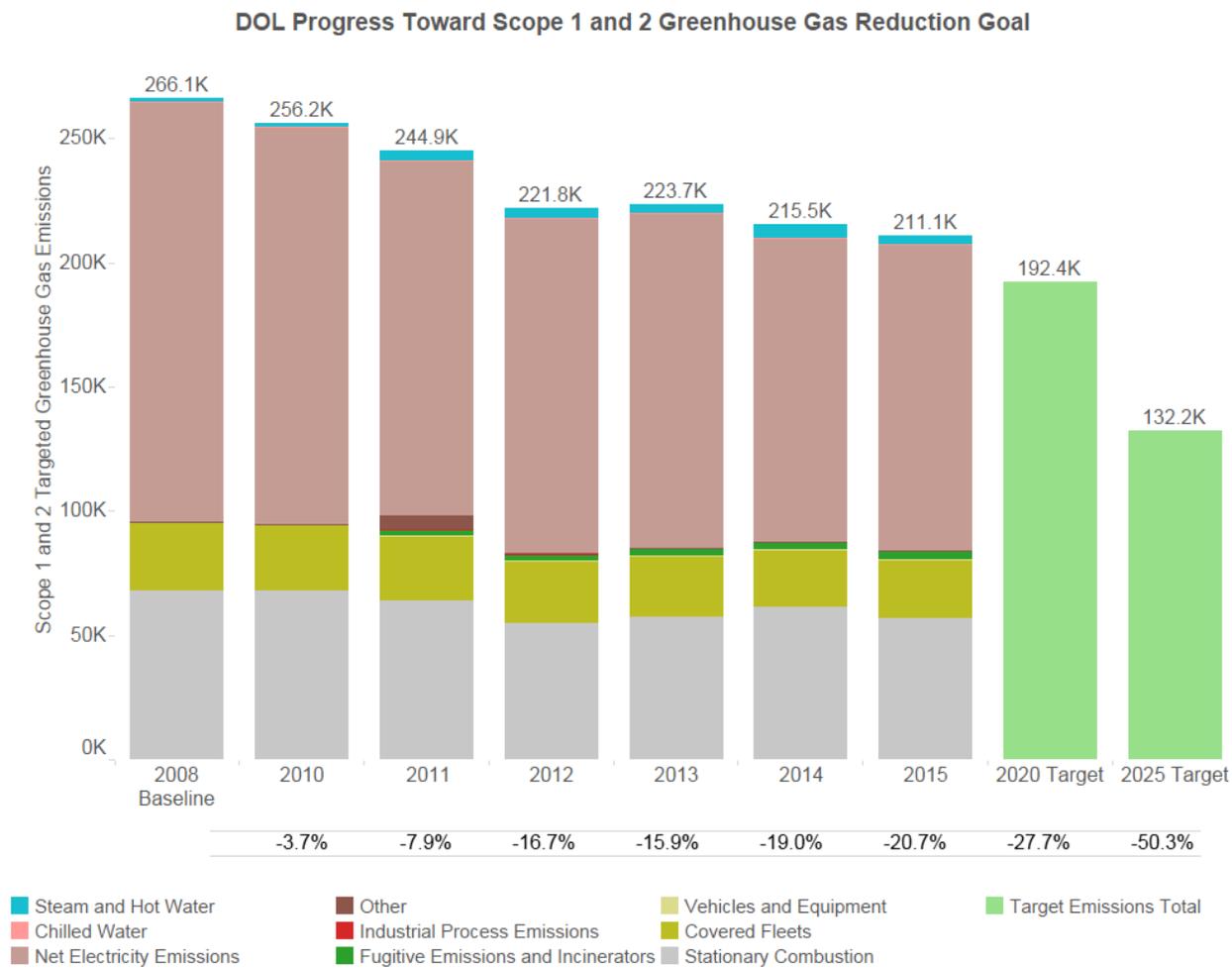
This section provides an overview of progress through FY 2015 on sustainability goals contained in Executive Order 13514, *Federal Leadership in Environmental, Energy, and Economic Performance*, and agency strategies to meet the new and updated goals established by Executive Order 13693, *Planning for Federal Sustainability in the Next Decade*.

Goal 1: Greenhouse Gas (GHG) Reduction

Scope 1 & 2 GHG Reduction Goal

E.O. 13693 requires each agency to establish a Scope 1 & 2 GHG emissions reduction target to be achieved by FY 2025 compared to a 2008 baseline. U.S. Department of Labor’s 2025 Scope 1 & 2 GHG reduction target is 50.3%.

Chart: Progress Toward Scope 1 & 2 GHG Reduction Goal



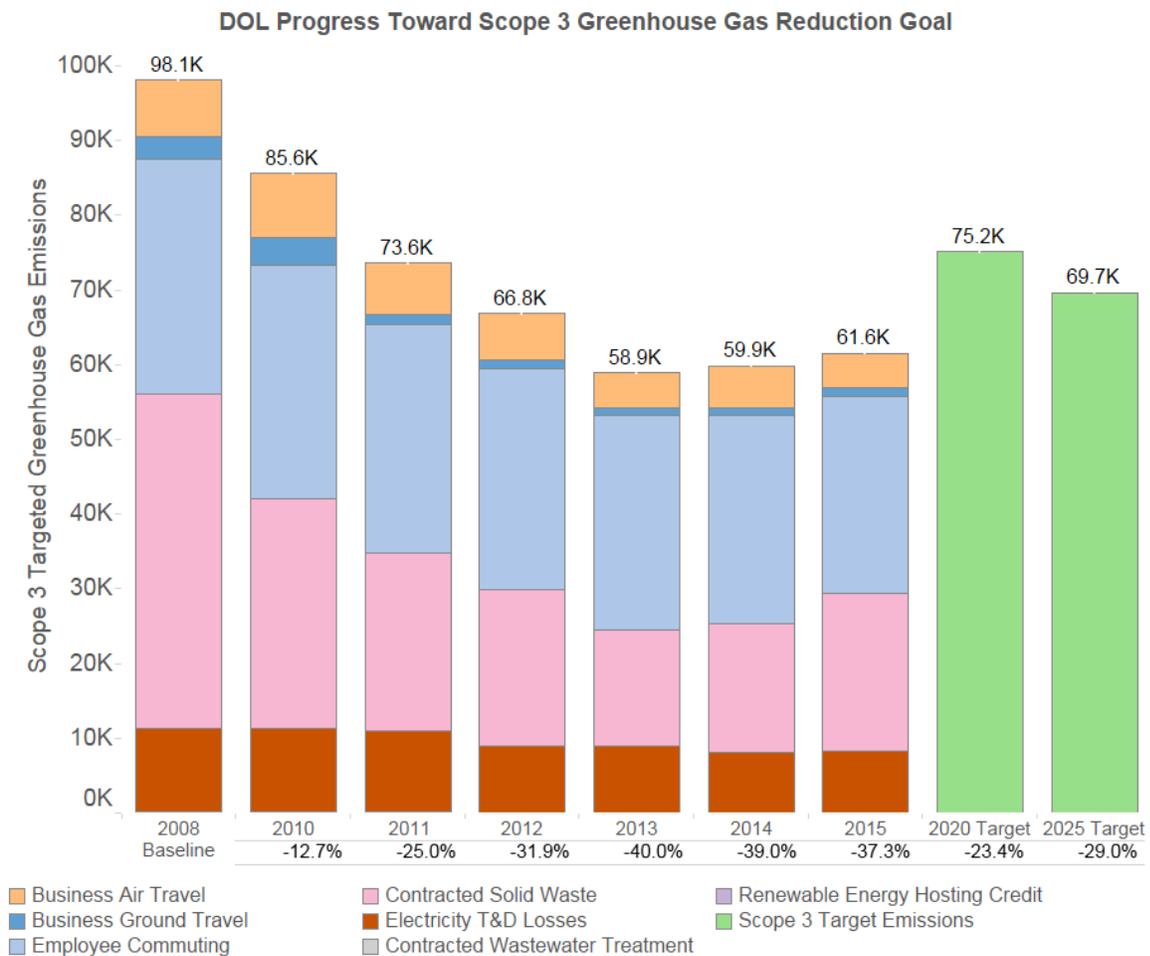
Scope 1 & 2 GHG Reduction Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Use the Federal Energy Management Program (FEMP) GHG emission report to identify/target high emission categories and implement specific actions to address high emission areas identified.	Yes	DOL will use the FEMP GHG emission report to identify and target high emission categories. Specific actions that are cost effective and can be adequately resourced will be implemented to address high emission areas identified.	By end of FY 2016, DOL will have completed its analysis using the FEMP GHG emission report and will have determined which strategies will be cost effective and possible to implement given available resources.
Identify and support management practices or training programs that encourage employee engagement in addressing GHG reduction.	Yes	DOL will identify and support management practices or training programs that encourage employee sustainability and greenhouse gas consideration.	By December 2016, DOL will have identified and be supporting management practices or training programs that encourage employee sustainability and greenhouse gas consideration.
Determine unsuccessful programs or measures to be discontinued to better allocate agency resources.	No	Not designated as a top strategy for FY 2017. Reviewed in FY 2016.	
Given agency performance to date, determine whether current agency GHG target should be revised to a more aggressive/ambitious target.	Yes	DOL will review agency performance and reporting methodology to determine whether current agency GHG target should be revised.	By end of FY 2017, DOL will have completed its review of agency performance and reporting methodology to determine whether current agency GHG target should be revised.
Employ operations and management (O&M) best practices for emission generating and energy consuming equipment.	No	Not designated as a top strategy for FY 2017. DOL is focusing improvement efforts on specific identified facilities.	
Identify additional sources of data or analysis with the potential to support GHG reduction goals.	No	Not designated as a top strategy for FY 2017. Reviewed in FY 2016.	

Scope 3 GHG Reduction Goal

E.O. 13693 requires each agency to establish a Scope 3 GHG emission reduction target to be achieved by FY 2025 compared to a 2008 baseline. U.S. Department of Labor’s 2025 Scope 3 GHG reduction target is 29%.

Chart: Progress Toward Scope 3 GHG Reduction Goal



Scope 3 GHG Reduction Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Reduce employee business ground travel.	Yes	Reinforce video teleconferencing and priority travel decision making.	Track business ground travel costs. Review employee GHG for business ground travel.
Reduce employee business air travel.	Yes	Reinforce video teleconferencing and priority travel decision making.	Track travel costs. Review employee GHG for business air travel.

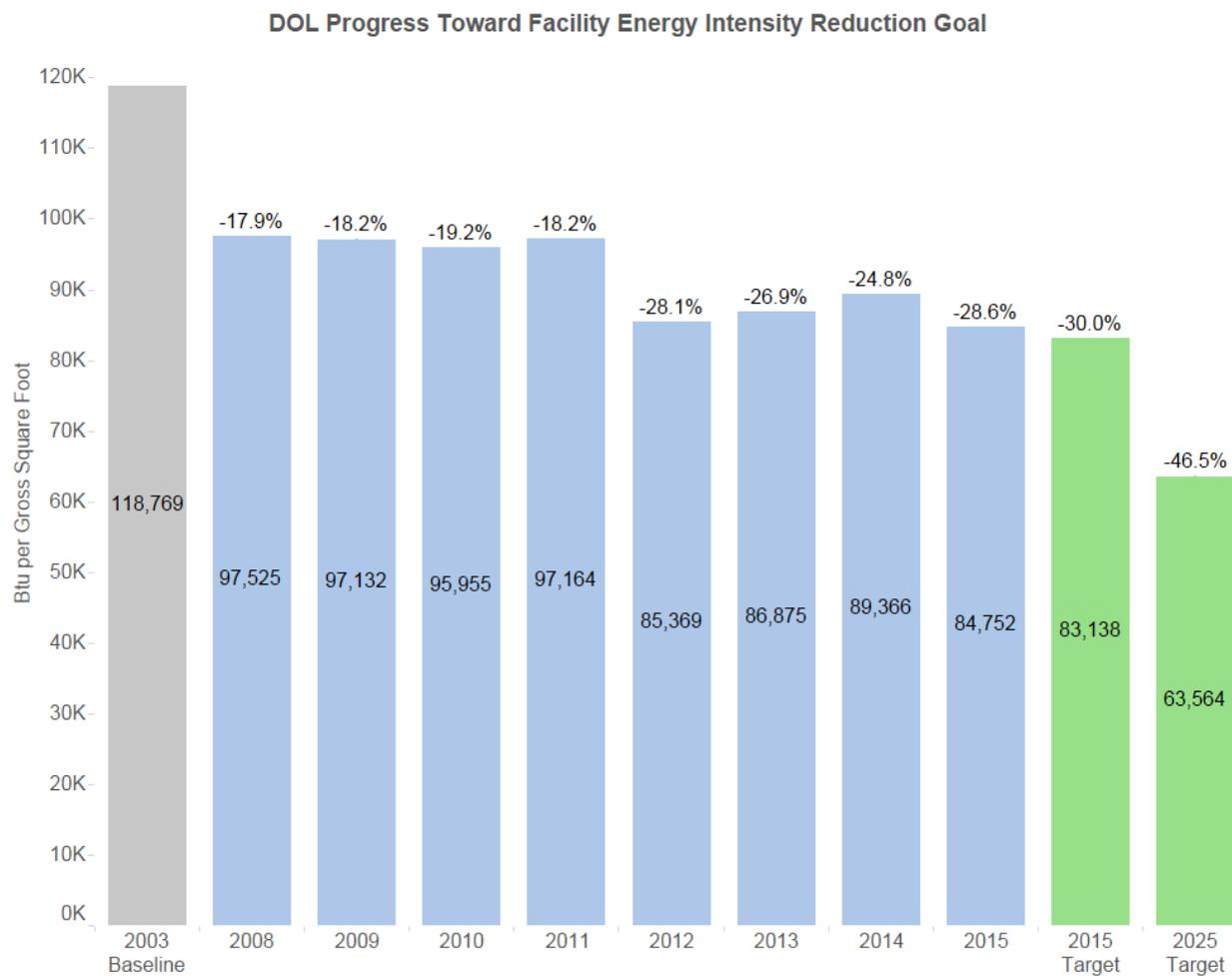
Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Develop and deploy an employee commuter emissions reduction plan.	No	Not designated as a top strategy for FY 2017.	
Use an employee commuting survey to identify opportunities and strategies for reducing commuter emissions.	No	Not designated as a top strategy for FY 2017.	
Increase & track number of employees eligible for telework and/or the total number of days teleworked.	Yes	Continue to promote information to employees about teleworking. Track telework through new timesheet system.	Track telework hours worked.
Develop and implement a program to support alternative/zero emissions commuting methods and provide necessary infrastructure.	Yes	DOL will identify opportunities to support alternative/zero emissions commuting methods and plan for necessary infrastructure, as appropriate.	Identify opportunities to support alternative/zero emissions commuting methods and plan for necessary infrastructure, as appropriate, by December 2017.
Establish policies and programs to facilitate workplace charging for employee electric vehicles.	No	Not designated as a top strategy for FY 2017.	
Include requirements for building lessor disclosure of carbon emission or energy consumption data and report Scope 3 GHG emissions for leases over 10,000 rentable square feet.	No	Not designated as a top strategy for FY 2017.	

Goal 2: Sustainable Buildings

Building Energy Conservation Goal

The Energy Independence and Security Act of 2007 (EISA) requires each agency to reduce energy intensity 30% by FY 2015 as compared to FY 2003 baseline. Section 3(a) of E.O. 13693 requires agencies to promote building energy conservation, efficiency, and management and reduce building energy intensity by 2.5% annually through the end of FY 2025, relative to a FY 2015 baseline and taking into account agency progress to date, except where revised pursuant to Section 9(f) of E.O. 13693.

Chart: Progress Toward Facility Energy Intensity Reduction Goal



Building Energy Conservation Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Make energy efficiency investments in agency buildings.	Yes	DOL will make energy efficiency investments in DOL-owned buildings, as appropriate.	Track energy efficiency investments in the Department of Energy Compliance Tracking System (CTS).
Use remote building energy performance assessment auditing technology	No	Not designated as a top strategy for FY 2017. This strategy exceeds DOL's current resource limitations.	
Participate in demand management programs.	No	Not designated as a top strategy for FY 2017. This strategy exceeds DOL's current resource limitations.	
Incorporate Green Button data access system into reporting, data analytics, and automation processes.	No	Not designated as a top strategy for FY 2017. This strategy exceeds DOL's current resource limitations.	
Redesign interior space to reduce energy use through daylighting, space optimization, and sensors and control systems.	Yes	Redesign interior space to reduce energy use. Continue to implement "Reduce the Footprint" strategies.	Continue implementation of agency consolidation and space redesign across DOL. Implement new DOL space regulation reducing useable square foot per person to achieve cost and energy reduction.
Identify opportunities to transition test-bed technologies to achieve energy reduction goals.	No	Not designated as a top strategy for FY 2017. This strategy exceeds DOL's current resource limitations.	
Follow city energy performance benchmarking and reporting requirements.	No	Not designated as a top strategy for FY 2017. This strategy exceeds DOL's current resource limitations.	
Install and monitor energy meters and sub-meters.	Yes	DOL will continue to install energy meters and sub-meters, where appropriate.	Track energy meter installation pursuant to energy metering plan.
Collect and utilize building and facility energy use data to improve building energy management and performance.	Yes	DOL will collect and utilize building and facility energy use data to improve building energy management and performance.	Track energy efficiency investments in CTS.
Ensure that monthly performance data is entered into the EPA ENERGY STAR Portfolio Manager.	Yes	DOL will ensure that monthly performance data is entered into the EPA ENERGY STAR Portfolio Manager.	Monthly performance data is entered into the EPA ENERGY STAR Portfolio Manager.

Building Efficiency, Performance, and Management Goal

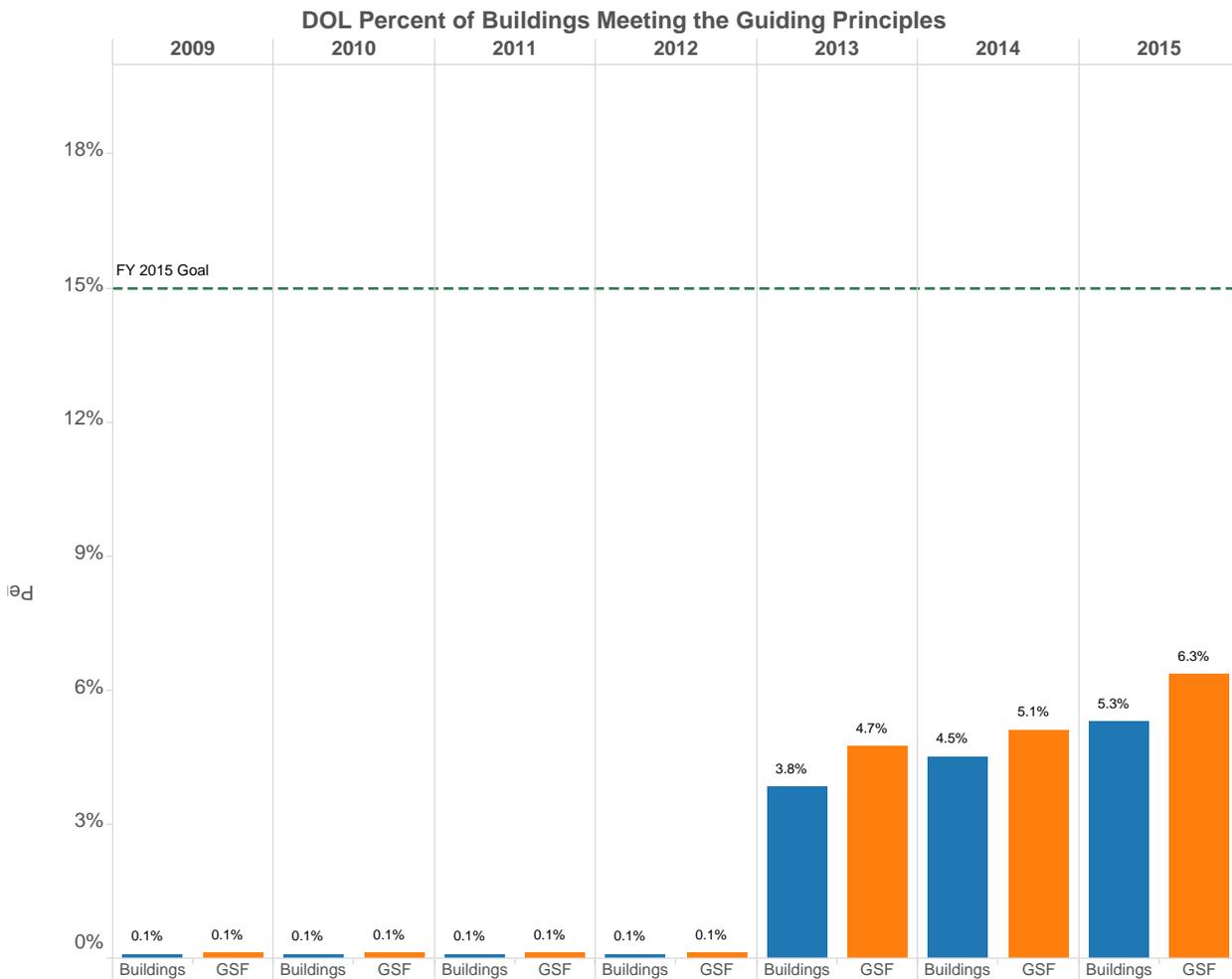
Section 3(h) of E.O. 13693 states that agencies will improve building efficiency, performance, and management and requires that agencies identify a percentage of the agency's existing buildings above 5,000 gross square feet intended to be energy, waste, or water net-zero buildings by FY 2025 and implementing actions that will allow those buildings to meet that target. U.S. Department of Labor's 2025 target is 0.06 percent (20,000 GSF to achieve electricity net zero).

Guiding Principles for Sustainable Federal Buildings

Section 3(h) of E.O. 13693 also states that agencies will identify a percentage, by number or total GSF, of existing buildings above 5,000 GSF that will comply with the *Guiding Principles for Sustainable Federal Buildings (Guiding Principles)* by FY 2025.

U.S. Department of Labor's FY 2025 target is 15 percent of buildings above 5,000 million GSF.

Chart: Percent of Buildings Meeting the Guiding Principles



Sustainable Buildings Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Include climate resilient design and management into the operation, repair, and renovation of existing agency buildings and the design of new buildings.	No	Not designated as a top strategy for FY 2017.	
In planning new facilities or leases, include cost-effective strategies to optimize sustainable space utilization and consideration of existing community transportation planning and infrastructure, including access to public transit.	No	Not designated as a top strategy for FY 2017.	
Ensure all new construction of Federal buildings greater than 5,000 GSF that enters the planning process be designed to achieve energy net-zero and, where feasible, water or waste net-zero by FY 2030.	Yes	DOL will ensure that all new construction of Federal buildings greater than 5,000 GSF that enters the planning process be designed to achieve energy net-zero and, where feasible, water or waste net-zero by FY 2030.	New construction of Federal buildings greater than 5,000 GSF that enters the planning process is designed to achieve energy net-zero and, where feasible, water or waste net-zero by FY 2030.
Include criteria for energy efficiency as a performance specification or source selection evaluation factor in all new agency lease solicitations over 10,000 rentable square feet.	Yes	DOL will include criteria for energy efficiency as a performance specification or source selection evaluation factor in all new agency lease solicitations over 10,000 rentable square feet.	Energy efficiency is included as a performance specification or source selection evaluation factor in all new agency lease solicitations over 10,000 rentable square feet.
Incorporate green building specifications into all new construction, modernization, and major renovation projects.	Yes	DOL will incorporate green building specifications into new construction, modernization, and major renovation projects, as appropriate.	Green building specifications are incorporated, as appropriate, into new construction, modernization, and major renovation projects.
Implement space utilization and optimization practices and policies.	Yes	Redesign interior space to reduce energy use. Continue to implement "Reduce the Footprint" strategies.	Continue implementation of agency consolidation and space redesign across DOL. Implement new DOL space regulation reducing useable square foot per person to achieve cost and energy reduction.
Implement programs on occupant health and well-being in accordance with the <i>Guiding Principles</i> .	Yes	DOL will identify the programs on occupant health and well-being in accordance with the <i>Guiding Principles</i> that can be implemented.	Programs on occupant health and well-being in accordance with the <i>Guiding Principles</i> that can be implemented identified by December 2016.

Goal 3: Clean & Renewable Energy

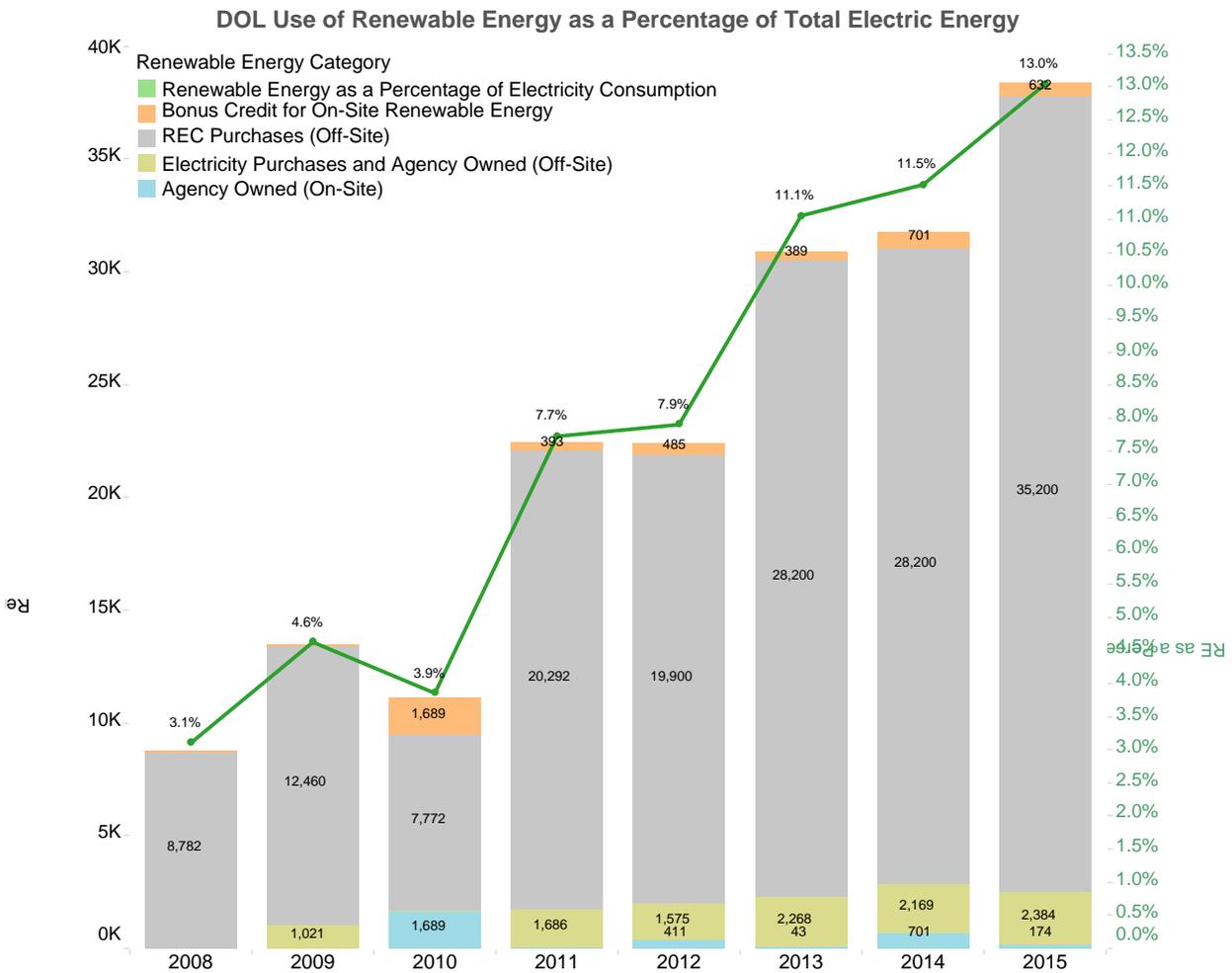
Clean Energy Goal

E.O. 13693 Section 3(b) requires that, at a minimum, the percentage of an agency's total electric and thermal energy accounted for by renewable and alternative energy shall be not less than: 10% in FY 2016-17; 13% in FY 2018-19; 16% in FY 2020-21; 20% in FY 2022-23; and 25% by FY 2025.

Renewable Electric Energy Goal

E.O. 13693 Section 3(c) requires that renewable energy account for not less than 10% of total electric energy consumed by an agency in FY 2016-17; 15% in FY 2018-19; 20% in FY 2020-21; 25% in FY 2022-23; and 30% by 2025.

Chart: Use of Renewable Energy as a Percentage of Total Electric Energy



Clean and Renewable Energy Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Install agency-funded renewable on-site and retain corresponding renewable energy certificates (RECs).	Yes	Job Corps will install onsite renewable energy where appropriate.	Continue project for wind turbine at Weber Basin. Track onsite renewable energy installation.
Contract for the purchase of energy that includes installation of renewable energy on or off-site and retain RECs or obtain replacement RECs.	No	Not a designated top strategy for FY 2017.	
Purchase electricity and corresponding RECs or obtain equal value replacement RECs.	No	Not a designated top strategy for FY 2017.	
Purchase RECs to supplement installations and purchases of renewable energy, when needed to achieve renewable goals.	Yes	Job Corps will purchase RECs where appropriate.	Track REC purchases to meet FY 2017 goals.
Install on-site thermal renewable energy and retain corresponding renewable attributes or obtain equal value replacement RECs.	Yes	Job Corps will develop biomass capacity for energy generation where appropriate.	Construction for biomass boilers at Boxelder Job Corps Center.
Install on-site combined heat and power processes.	No	Not a designated top strategy for FY 2017.	
Identify opportunities to install on-site fuel cell energy systems.	No	Not a designated top strategy for FY 2017.	
Identify opportunities to utilize energy that includes the active capture and storage of carbon dioxide emissions associated with energy generation.	No	Not a designated top strategy for FY 2017.	
Identify and analyze opportunities to install or contract for energy installed on current or formerly contaminated lands, landfills, and mine sites.	No	Not a designated top strategy for FY 2017.	
Identify opportunities to utilize energy from small modular nuclear reactor technologies.	No	Not a designated top strategy for FY 2017.	
Work with other agencies to create volume discount incentives for increased renewable energy purchases.	Yes	Purchase renewable energy from GSA.	Renewable energy is purchased from GSA.

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Train Job Corps students to install solar panels and other renewable energy.	Yes	Train Job Corps students to install solar panels and other renewable energy.	Track Job Corps training on renewable energy.

Goal 4: Water Use Efficiency & Management

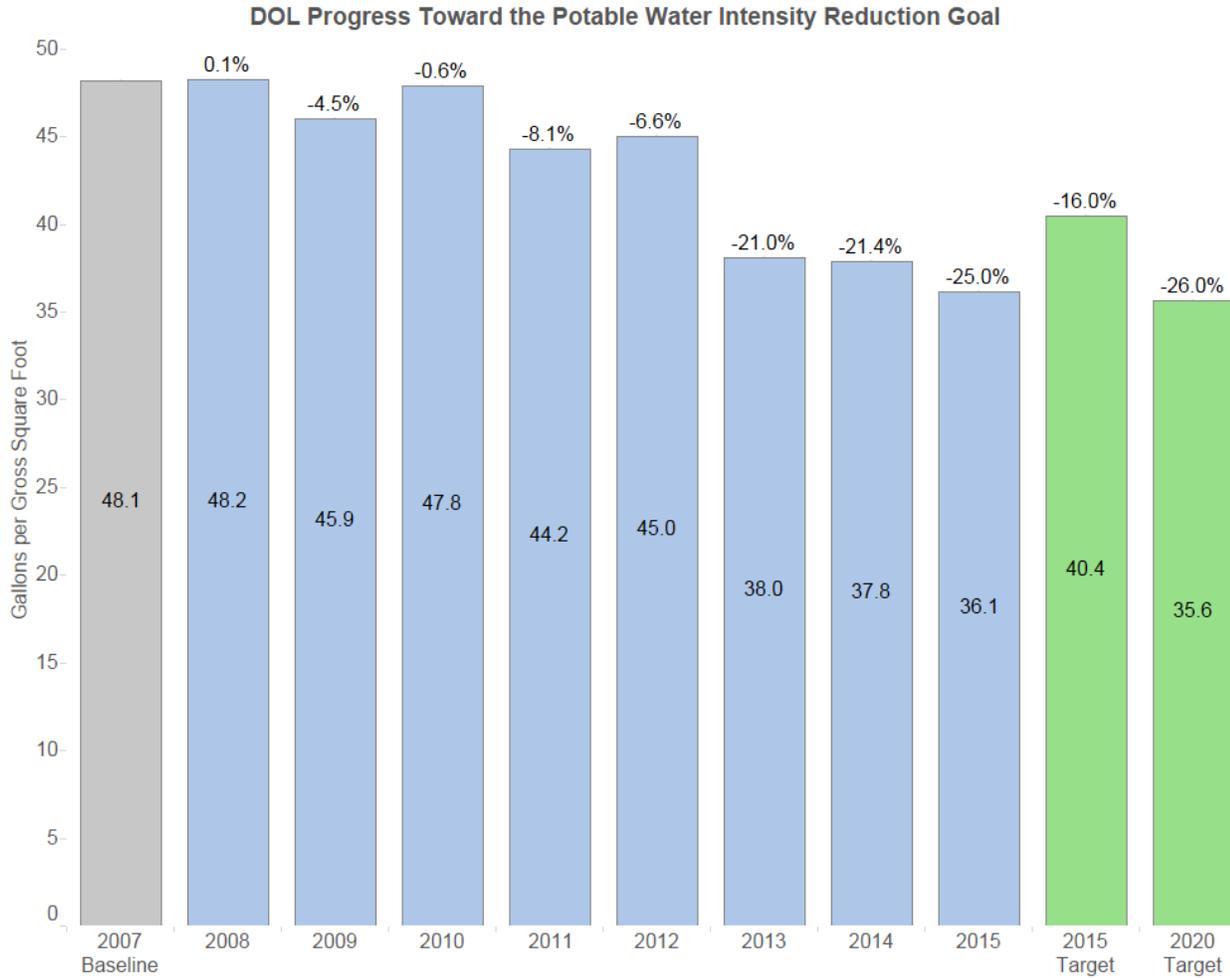
Potable Water Consumption Intensity Goal

E.O. 13693 Section 3(f) states that agencies must improve water use efficiency and management, including stormwater management, and requires agencies to reduce potable water consumption intensity, measured in gallons per square foot, by 2% annually through FY 2025 relative to an FY 2007 baseline. A 36% reduction is required by FY 2025.

Industrial, Landscaping and Agricultural (ILA) Water Goal

E.O. 13693 section 3(f) also requires that agencies reduce ILA water consumption, measured in gallons, by 2% annually through FY 2025 relative to a FY 2010 baseline.

Chart: Progress Toward the Potable Water Intensity Reduction Goal



Water Use Efficiency & Management Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Install green infrastructure features to assist with storm and wastewater management.	Yes	Install Xeriscape at appropriate Job Corps Centers. Irrigate using cisterns with stormwater, where appropriate.	Completed installation of Xeriscape at appropriate Job Corps Centers. Completed installation of cisterns and greywater systems where appropriate.
Install and monitor water meters and utilize data to advance water conservation and management.	No	Not designated as a top strategy for FY 2017. Water meters are installed at DOL facilities and water use is monitored.	

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Install high efficiency technologies, e.g. WaterSense fixtures.	Yes	Job Corps Center install water efficient technologies.	Track number of installations.
Prepare and implement a water asset management plan to maintain desired level of service at lowest life cycle cost.	No	Not designated as a top strategy for FY 2017.	
Minimize outdoor water use and use alternative water sources as much as possible.	Yes	Install Xeriscape at appropriate Job Corps Centers. Irrigate using cisterns with stormwater, where appropriate.	Completed installation of Xeriscape at appropriate Job Corps Centers. Completed installation of cisterns and greywater systems where appropriate.
Design and deploy water closed-loop, capture, recharge, and/or reclamation systems.	No	Not designated as a top strategy for FY 2017.	
Install advanced meters to measure and monitor potable and ILA water use.	No	Not designated as a top strategy for FY 2017. DOL doesn't have significant ILA water use.	
Develop and implement programs to educate employees about methods to minimize water use.	No	Not designated as a top strategy for FY 2017. This was a strategy targeted in FY 2016 that will be ongoing.	
Assess the interconnections and dependencies of energy and water on agency operations, particularly climate change's effects on water which may impact energy use.	No	Not designated as a top strategy for FY 2017.	
Consistent with State law, maximize use of grey-water and water reuse systems that reduce potable and ILA water consumption.	Yes	Install Xeriscape at appropriate Job Corps Centers. Irrigate using cisterns with stormwater, where appropriate.	Completed installation of Xeriscape at appropriate Job Corps Centers. Completed installation of cisterns and greywater systems where appropriate.
Consistent with State law, identify opportunities for aquifer storage and recovery to ensure consistent water supply availability.	No	Not designated as a top strategy for FY 2017.	
Ensure that planned energy efficiency improvements consider associated opportunities for water conservation.	Yes	DOL will consider associated opportunities for water conservation when planning energy efficiency improvements	Water conservation associated with planned energy efficiency improvements are considered.

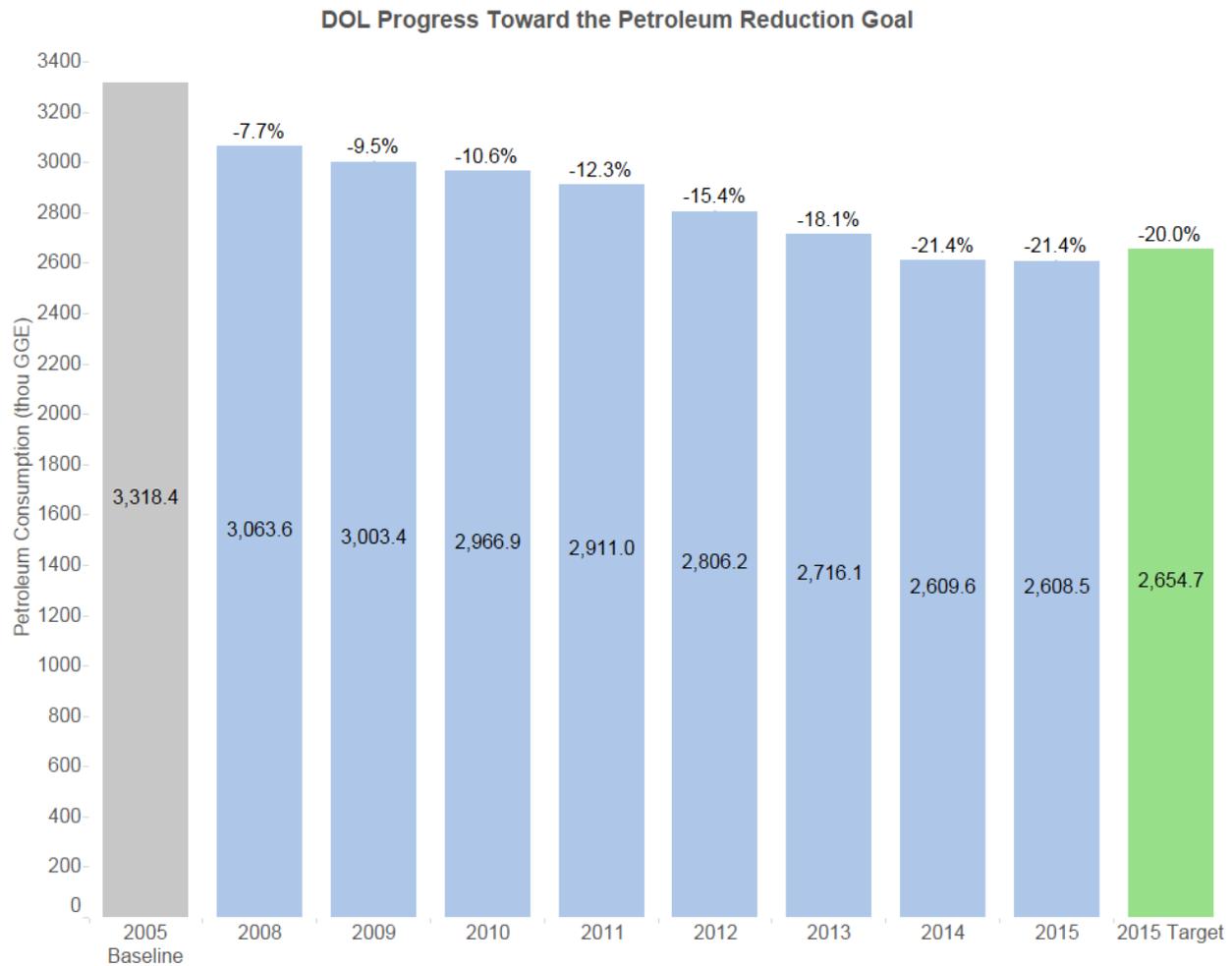
Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Where appropriate, identify and implement regional and local drought management and preparedness strategies that reduce agency water consumption	No	Not designated as a top strategy for FY 2017.	

Goal 5: Fleet Management

Fleet Petroleum Use Reduction Goal

E.O. 13514 and the Energy Independence and Security Act of 2007 (EISA) required that by FY 2015 agencies reduce fleet petroleum use by 20% compared to a FY 2005 baseline.

Chart: Progress Toward the Petroleum Reduction Goal



Fleet Alternative Fuel Consumption Goal

Agencies should have exceeded an alternative fuel use that is at least 5% of total fuel use. In addition, E.O. 13423, *Strengthening Federal Environmental, Energy, and Transportation Management*, required that agencies increase total alternative fuel consumption by 10% annually from the prior year starting in

FY 2005. By FY 2015, agencies must have increased alternative fuel use by 159.4%, relative to FY 2005.

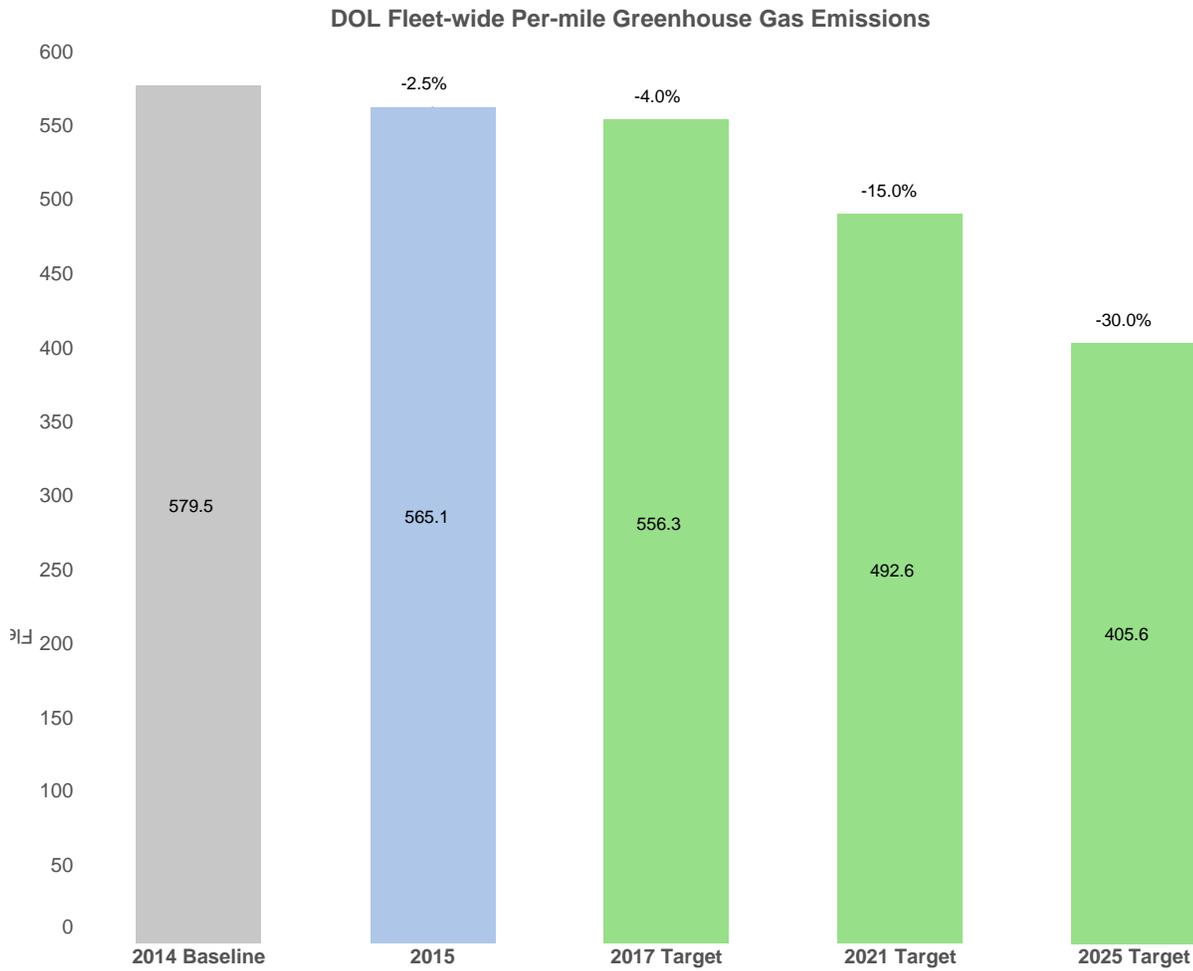
In FY 2015, U.S. Department of Labor's use of alternative fuel equaled 5.6% of total fuel use. U.S. Department of Labor has increased its alternative fuel use by 285.2 % since FY 2005.

Fleet Per-Mile Greenhouse Gas (GHG) Emissions Goal

E.O. 13693 Section 3(g) states that agencies with a fleet of at least 20 motor vehicles will improve fleet and vehicle efficiency and management. E.O. 13693 section 3(g)(ii) requires agencies to reduce fleet-wide per-mile GHG emissions from agency fleet vehicles relative to a FY 2014 baseline and sets new goals for percentage reductions: not less than 4% by FY 2017; not less than 15 % by FY 2020; and not less than 30% by FY 2025.

E.O. 13693 Section 3(g)(i) requires that agencies determine the optimum fleet inventory, emphasizing eliminating unnecessary or non-essential vehicles. The Fleet Management Plan and Vehicle Allocation Methodology (VAM) Report are included as appendices to this plan.

Chart: Fleet-wide Per-mile GHG Emissions



Fleet Management Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Collect and utilize agency fleet operational data through deployment of vehicle telematics.	Yes	DOL will begin install telematics on appropriate agency vehicles.	Track number of vehicles with telematics installed.

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Ensure that agency annual asset-level fleet data is properly and accurately accounted for in a formal Fleet Management Information System as well as submitted to the Federal Automotive Statistical Tool reporting database, the Federal Motor Vehicle Registration System, and the Fleet Sustainability Dashboard (FLEETDASH) system.	Yes	DOL will review annual asset-level fleet data to ensure proper and accurate accounting in the AUTOS database, submit required information to the FAST reporting database and the FMVRS, as appropriate, and within the FLEETDASH system.	Annual asset-level fleet data is reviewed to ensure proper and accurate accounting in the AUTOS database, required information is submitted to the FAST reporting database, the FMVRS, and the FLEETDASH system.
Increase acquisitions of zero emission and plug-in hybrid vehicles.	No	Not designated as a top strategy for FY 2017. Few enforcement agency vehicles will be able to meet mission requirements with plug-in hybrids. DOL has been acquiring gas-electric hybrids instead.	
Issue agency policy and a plan to install appropriate charging or refueling infrastructure for zero emission or plug-in hybrid vehicles and opportunities for ancillary services to support vehicle-to-grid technology.	No	Not designated as a top strategy for FY 2017.	
Optimize and right-size fleet composition, by reducing vehicle size, eliminating underutilized vehicles, and acquiring and locating vehicles to match local fuel infrastructure.	Yes	Use the DOL AUTOS Fleet Management System to continuously review fleet to determine optimum fleet size and vehicle mix and enforce DOL acquisition policies.	Measure fleet changes through AUTOS.
Increase utilization of alternative fuel in dual-fuel vehicles.	No	Not designated as a top strategy for FY 2017.	
Use a FMIS to track real-time fuel consumption throughout the year for agency-owned, GSA-leased, and commercially-leased vehicles.	Yes	Track fuel consumption in DOL's AUTOS Fleet Information System.	Track petroleum and alternative fuel consumption in the AUTOS Fleet Information System.
Implement vehicle idle mitigation technologies.	No	Not designated as a top strategy for FY 2017.	

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Minimize use of law enforcement exemptions by implementing GSA Bulletin FMR B-33, <i>Motor Vehicle Management, Alternative Fuel Vehicle Guidance for Law Enforcement and Emergency Vehicle Fleets</i> .	Yes	DOL will review law enforcement exemptions using implementing GSA Bulletin FMR B-33 and re-designate vehicles, as appropriate.	Track number of appropriate exemptions.
Where State vehicle or fleet technology or fueling infrastructure policies are in place, meet minimum requirements.	No	Not designated as a top strategy for FY 2017.	
Establish policy/plan to reduce miles traveled, e.g. through vehicle sharing, improving routing with telematics, eliminating trips, improving scheduling, and using shuttles, etc.	No	Not designated as a top strategy for FY 2017.	

Goal 6: Sustainable Acquisition

Sustainable Acquisition Goal

E.O. 13693 section 3(i) requires agencies to promote sustainable acquisition by ensuring that environmental performance and sustainability factors are considered to the maximum extent practicable for all applicable procurements in the planning, award and execution phases of acquisition.

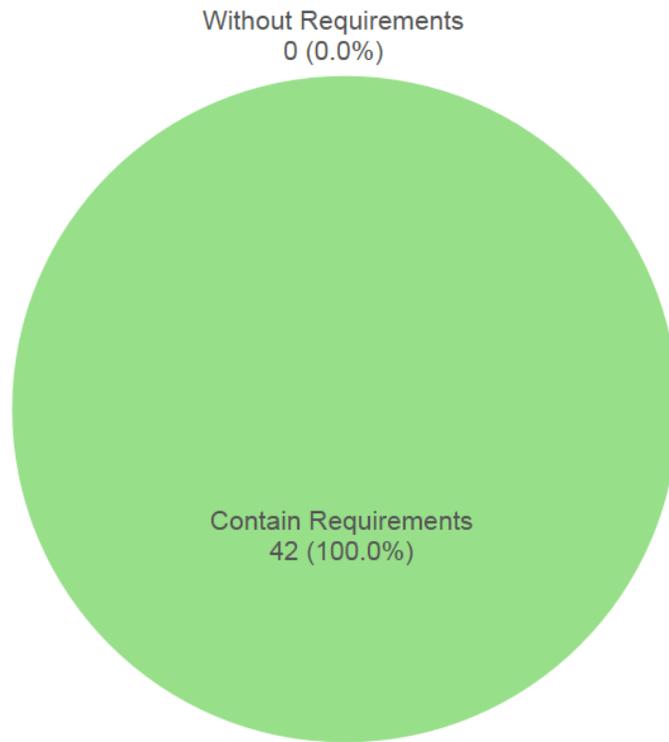
Biobased Purchasing Targets

The Agricultural Act of 2014 requires that agencies establish a targeted biobased-only procurement requirement. E.O. 13693 section 3(iv) requires agencies to establish an annual target for increasing the number of contracts to be awarded with BioPreferred and biobased criteria and the dollar value of BioPreferred and biobased products to be delivered and reported under those contracts in the following fiscal year.

For FY 2017, U.S. Department of Labor has established a target of 20 contracts and \$1.4M in products to be delivered.

Chart: Percent of Applicable Contracts Containing Sustainable Acquisition Requirements

DOL Percent of Applicable Contracts Containing Sustainable Acquisition Requirements
(FY 2015 Goal: 95%)



Total Number of Contracts Reviewed: 42

Based on agency-reported results of quarterly reviews of at least 5% of applicable contract actions

Sustainable Acquisition Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Establish and implement policies to meet statutory mandates requiring purchasing preference for recycled content products, ENERGY STAR qualified and FEMP-designated products, and Biopreferred and biobased products designated by USDA.	Yes	Build federally-mandated designated sustainable product clauses as default in all relevant templates for procurements and services in new AMS procurement system. Issue sustainable acquisition contracting notices to contracting community. Reissue contracting officer notice to contract officers regarding biobased purchasing. Track deviations from system default clauses.	Federally mandated clauses are built into templates as defaults. Sustainable acquisition contracting notices are issued to contracting community. Deviations from system default clauses are tracked.
Establish and implement policies to purchase sustainable products and services identified by EPA programs, including SNAP, WaterSense, Safer Choice, and Smart Way.	Yes	Build federally-mandated designated sustainable product clauses as default in all relevant templates for procurements and services in new AMS procurement system. Issue sustainable acquisition contracting notices to contracting community. Reissue contracting officer notice to contract officers regarding biobased purchasing. Track deviations from system default clauses.	Federally mandated clauses are built into templates as defaults. Sustainable acquisition contracting notices are issued to contracting community. Deviations from system default clauses are tracked.
Establish and implement policies to purchase environmentally preferable products and services that meet or exceed specifications, standards, or labels recommended by EPA.	Yes	Build federally-mandated designated sustainable product clauses as default in all relevant templates for procurements and services in new AMS procurement system. Issue sustainable acquisition contracting notices to contracting community. Reissue contracting officer notice to contract officers regarding biobased purchasing. Track deviations from system default clauses.	Federally mandated clauses are built into templates as defaults. Sustainable acquisition contracting notices are issued to contracting community. Deviations from system default clauses are tracked.

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Use Category Management Initiatives and government-wide acquisition vehicles that already include sustainable acquisition criteria.	No	Not designated as a top strategy for FY 2017.	
Ensure contractors submit timely annual reports of their BioPreferred and biobased purchases.	No	Not designated as a top strategy for FY 2017.	
Reduce copier and printing paper use and acquiring uncoated printing and writing paper containing at least 30 percent postconsumer recycled content or higher.	No	Not designated as a top strategy for FY 2017.	
Identify and implement corrective actions to address barriers to increasing sustainable acquisitions.	Yes	DOL will train contracting staff on sustainable acquisition requirements and data tracking.	Track number of DOL contracting staff trained on sustainable acquisition requirements.
Improve quality of data and tracking of sustainable acquisition through the Federal Procurement Data System (FPDS).	Yes	DOL will train Contracting staff on sustainability acquisition requirements and data tracking.	Track number of DOL contracting staff trained on sustainable acquisition requirements.
Incorporate compliance with contract sustainability requirements into procedures for monitoring contractor past performance and report on contractor compliance in performance reviews.	No	Not designated as a top strategy for FY 2017.	
Review and update agency specifications to include and encourage products that meet sustainable acquisition criteria.	No	Not designated as a top strategy for FY 2017.	
Identify opportunities to reduce supply chain emissions and incorporate criteria or contractor requirements into procurements.	No	Not designated as a top strategy for FY 2017.	

Goal 7: Pollution Prevention & Waste Reduction

Pollution Prevention & Waste Reduction Goal

E.O. 13693 section 3(j) requires that Federal agencies advance waste prevention and pollution prevention and to annually divert at least 50% of non-hazardous construction and demolition debris. Section 3(j)(ii) further requires agencies to divert at least 50% of non-hazardous solid waste, including food and compostable material, and to pursue opportunities for net-zero waste or additional diversion.

Reporting on progress toward the waste diversion goal will begin with annual data for FY 2016.

Pollution Prevention & Waste Reduction Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Report in accordance with the requirements of sections 301 through 313 of the Emergency Planning and Community Right-to-Know Act of 1986 (42 U.S.C 11001-11023).	Yes	DOL will report in accordance with the sections 301 through 313 of the Emergency Planning and Community Right-to-Know Act of 1986.	Reporting in accordance with applicable sections 301 through 313 of the Emergency Planning and Community Right-to-Know Act of 1986.
Reduce or minimize the quantity of toxic and hazardous chemicals acquired, used, or disposed of, particularly where such reduction will assist the agency in pursuing agency greenhouse gas reduction targets.	No	Not designated as a top strategy for FY 2017.	
Eliminate, reduce, or recover refrigerants and other fugitive emissions.	Yes	Implement solid non-hazardous waste tracking program at Job Corps Centers.	Track solid non-hazardous waste diversion.
Reduce waste generation through elimination, source reduction, and recycling.	No	Not designated as a top strategy for FY 2017.	
Implement integrated pest management and improved landscape management practices to reduce and eliminate the use of toxic and hazardous chemicals and materials.	Yes	Install Xeriscape at appropriate Job Corps Centers. Irrigate using cisterns with stormwater, where appropriate.	Completed installation of Xeriscape at appropriate Job Corps Centers. Completed installation of cisterns and greywater systems where appropriate.
Develop or revise Agency Chemicals Inventory Plans and identify and deploy chemical elimination, substitution, and/or management opportunities.	Yes	Revise Job Corps Chemicals Inventory Plans to identify SNAP and HFC chemical use to identify and deploy elimination, substitution, and/or management opportunities.	Job Corps Chemicals Inventory Plans are revised to identify SNAP and HFC chemical use to identify and deploy elimination, substitution, and/or management opportunities by March 2017.

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Inventory current HFC use and purchases.	Yes	Track inventory of current HFC use and purchases.	Track HFC purchases.
Require high-level waiver or contract approval for any agency use of HFCs.	No	Not designated as a top strategy for FY 2017.	
Ensure HFC management training and recycling equipment are available.	No	Not designated as a top strategy for FY 2017.	

Goal 8: Energy Performance Contracts

Performance Contracting Goal

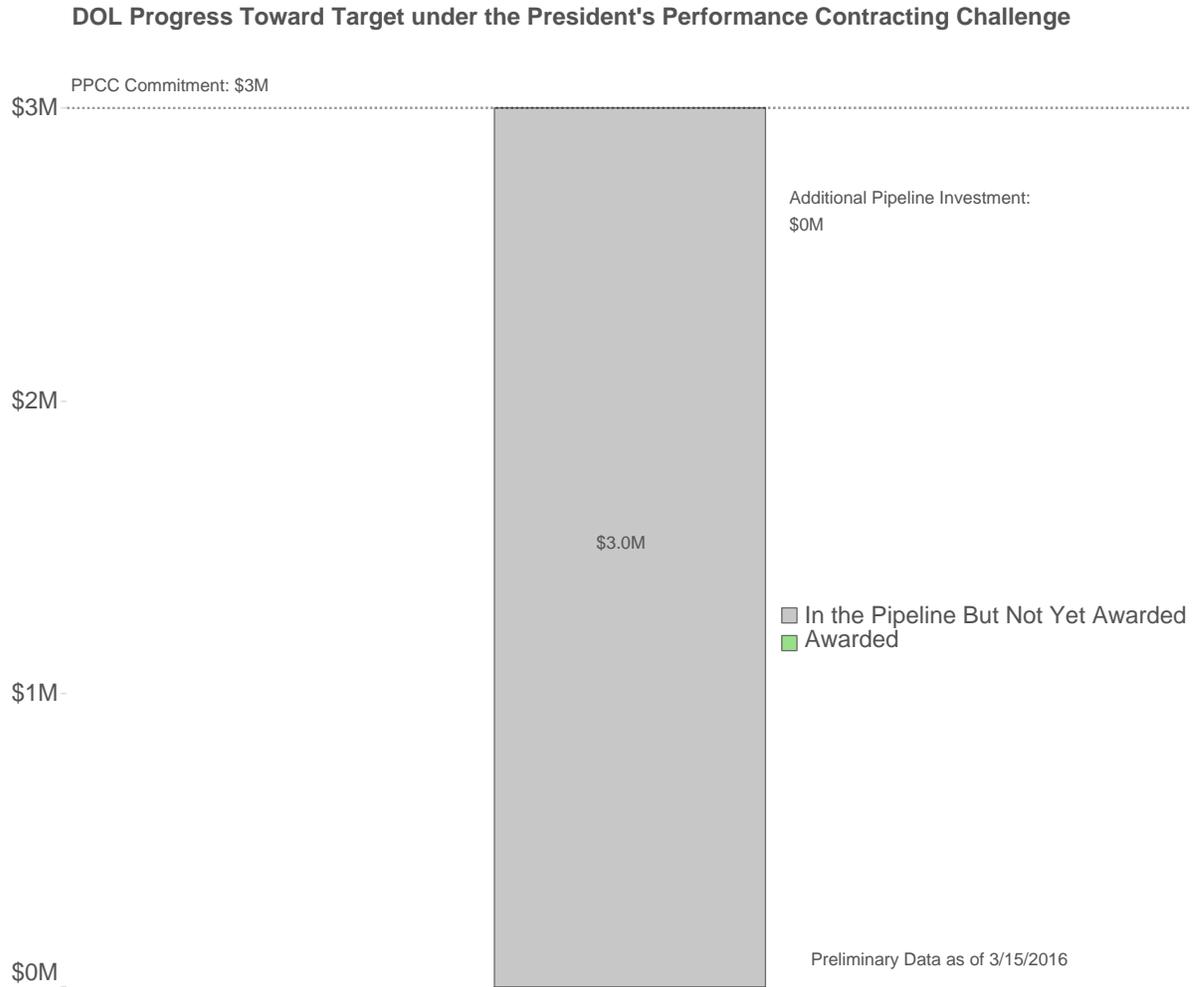
E.O. 13693 section 3(k) requires that agencies implement performance contracts for Federal buildings. E.O. 13693 section 3(k)(iii) also requires that agencies provide annual agency targets for performance contracting. U.S. Department of Labor’s commitment under the President’s Performance Contracting Challenge is \$3 million in contracts awarded by the end of calendar year 2016. U.S. Department of Labor’s targets for the next two fiscal years are:

FY 2017: \$0

FY 2018: \$0

DOL has explored its options for further ESPC contracts and there is limited opportunity for additional ESPC opportunities after the current project is completed.

Chart: Progress Toward Target under the President’s Performance Contracting Challenge



Performance Contracting Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Utilize performance contracting to meet identified energy efficiency and management goals while deploying life-cycle cost effective energy and clean energy technology and water conservation measures.	Yes	DOL will utilize performance contracting to meet identified energy efficiency and management goals when cost effective and where resources are available.	At least one performance contract is signed by October 2016.

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Fulfill existing agency target/ commitments towards the PPCC by the end of CY16.	Yes	DOL will utilize performance contracting to meet identified energy efficiency and management goals when cost effective and where resources are available.	At least one performance contract is signed by October 2016.
Evaluate 25% of agency's most energy intensive buildings for opportunities to use ESPCs/UESCs to achieve goals.	No	Not designated as a top strategy for FY 2017.	
Prioritize top ten portfolio wide projects which will provide greatest energy savings potential.	No	Not designated as a top strategy for FY 2017.	
Identify and commit to include onsite renewable energy projects in a percentage of energy performance contracts.	No	Not designated as a top strategy for FY 2017.	
Submit proposals for technical or financial assistance to FEMP and/or use FEMP resources to improve performance contracting program.	Yes	DOL will submit proposals for technical or financial assistance to FEMP and/or use FEMP resources to improve performance contracting program.	Proposals for technical or financial assistance are submitted to FEMP and/or FEMP resources are used to improve performance contracting program.
Work with FEMP/USACE to cut cycle time of performance contracting process, targeting a minimum 25% reduction.	No	Not designated as a top strategy for FY 2017.	
Ensure agency legal and procurement staff are trained by the FEMP ESPC/UESC course curriculum.	No	Not designated as a top strategy for FY 2017.	
Enter all reported energy savings data for operational projects into MAX COLLECT (max.gov) or available DOE-approved tool.	Yes	Enter DOL's progress on ESPC/UESC project(s) that are developed into MAX COLLECT (max.gov) or available DOE-approved tool.	DOL's progress on ESPC/UESC project(s) that are developed is entered into MAX COLLECT (max.gov) or available DOE-approved tool.
Continue to evaluate the potential to use the FEMP ENABLE program for Job Corps Center sites.	Yes	If sufficient resources are available, test the potential feasibility of using the FEMP ENABLE program for Job Corps Center sites.	Completed evaluation of the potential to use the ENABLE program.

Goal 9: Electronics Stewardship & Data Centers

Electronics Stewardship Goals

E.O. 13693 Section 3(1) requires that agencies promote electronics stewardship, including procurement preference for environmentally sustainable electronic products; establishing and implementing policies to enable power management, duplex printing, and other energy efficient or environmentally sustainable features on all eligible agency electronic products; and employing environmentally sound practices with respect to the agency's disposition of all agency excess or surplus electronic products.

Agency Progress in Meeting Electronics Stewardship Goals

Procurement Goal:

At least 95% of monitors, PCs, and laptops acquired meets environmentally sustainable electronics criteria (EPEAT registered).

FY 2015 Progress: 100%

Power Management Goal:

100% of computers, laptops, and monitors has power management features enabled.

FY 2015 Progress: 100% of equipment has power management enabled.
0% of equipment has been exempted.

End-of-Life Goal:

100% of electronics disposed using environmentally sound methods, including GSA Xcess, Computers for Learning, Unicor, U.S. Postal Service Blue Earth Recycling Program, or Certified Recycler (R2 or E-Stewards).

FY 2015 Progress: 100% including use of non-certified recycler(s).

Data Center Efficiency Goal

E.O. 13693 Section 3(a) states that agencies must improve data center efficiency at agency facilities, and requires that agencies establish a power usage effectiveness target in the range of 1.2-1.4 for new data centers and less than 1.5 for existing data centers.

Expanding upon the successful closures in 2014, in 2015 thru Q2 2016, DOL closed 10 additional data centers, bringing the total to 28 centers closed. These closures were accomplished primarily thru the consolidation of regional data centers while engineering efforts to expand the Common Operation Environment (COE) at the Silver Spring Data Center (SSDC) continued concurrently. The DOL has worked to establish a number of key enterprise capabilities required to support many of the agencies' mission critical production systems and applications. These enterprise capabilities include secondary

storage and compute, automated failover, enterprise backup and load balancing to the DOL designated disaster recovery facility in St Louis Missouri. With these capabilities in place and with the expanded COE, the DOL is poised to accelerate the migration of virtualized environments to the primary consolidated site at SSDC, ultimately increasing the number of data center closures. In addition to these major accomplishments, the DOL has begun an effort to expand the current COE environment into public gov-cloud environments creating even greater future savings and efficiencies by reducing the IT footprint at the SSDC.

Electronics Stewardship Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Use government-wide strategic sourcing vehicles to ensure procurement of equipment that meets sustainable electronics criteria.	Yes	DOL will initiate work on a strategic sourcing vehicle to ensure procurement of equipment that meets sustainable electronics criteria.	Work on a strategic sourcing vehicle to ensure procurement of equipment that meets sustainable electronics criteria is initiated by December 2017.
Enable and maintain power management on all eligible electronics; measure and report compliance.	Yes	DOL will enable and maintain power management on all eligible electronics, and measure and report compliance.	Power management is enabled and maintained on all eligible electronics, and compliance is measured and reported.
Implement automatic duplexing and other print management features on all eligible agency computers and imaging equipment; measure and report compliance.	No	Not designated as a top strategy for FY 2017.	
Ensure environmentally sound disposition of all agency excess and surplus electronics, consistent with Federal policies on disposal of electronic assets, and measure and report compliance.	Yes	DOL will issue revised guidance to ensure environmentally sound disposition of all agency excess and surplus electronics, consistent with Federal policies on disposal of electronic assets, and to measure and report compliance.	Revised guidance to ensure environmentally sound disposition of all agency excess and surplus electronics, consistent with Federal policies on disposal of electronic assets and to measure and report compliance is issued by March 2017.
Improve tracking and reporting systems for electronics stewardship requirements through the lifecycle: acquisition and procurement, operations and maintenance, and end-of-life management.	Yes	DOL will improve the tracking and reporting systems for electronics stewardship requirements through the lifecycle: acquisition and procurement, operations and maintenance, and end-of-life management.	Tracking and reporting systems for electronics stewardship requirements through the lifecycle: acquisition and procurement, operations and maintenance, and end-of-life management are improved.

Data Center Efficiency Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Develop, issue and implement policies, procedures and guidance for data center energy optimization, efficiency, and performance.	No	Not designated as a top strategy for FY 2017.	

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Install and monitor advanced energy meters in all data centers (by fiscal year 2018) and actively manage energy and power usage effectiveness.	No	Not designated as a top strategy for FY 2017.	
Minimize total cost of ownership in data center and cloud computing operations.	No	Not designated as a top strategy for FY 2017.	
Identify, consolidate and migrate obsolete, underutilized and inefficient data centers to more efficient data centers or cloud providers; close unneeded data centers.	Yes	DOL will continue to identify, consolidate and migrate obsolete, underutilized and inefficient data centers to more efficient data centers or cloud providers; close unneeded data centers.	Data Centers are identified that can be consolidated, migrated to more efficient data centers or cloud providers, or closed, and actions are taken, as appropriate according to approved schedule.
Improve data center temperature and air-flow management to capture energy savings.	No	Not designated as a top strategy for FY 2017.	
Assign certified Data Center Energy Practitioner(s) to manage core data center(s).	No	Not designated as a top strategy for FY 2017.	

Goal 10: Climate Change Resilience

E.O. 13653, *Preparing the United States for the Impacts of Climate Change*, outlines Federal agency responsibilities in the areas of supporting climate resilient investment; managing lands and waters for climate preparedness and resilience; providing information, data and tools for climate change preparedness and resilience; and planning.

E.O. 13693 Section 3(h)(viii) states that as part of building efficiency, performance, and management, agencies should incorporate climate-resilient design and management elements into the operation, repair, and renovation of existing agency buildings and the design of new agency buildings. In addition, Section 13(a) requires agencies to identify and address projected impacts of climate change on **mission critical** water, energy, communication, and transportation demands and consider those climate impacts in operational preparedness planning for major agency facilities and operations. Section 13(b) requires agencies to calculate the potential cost and risk to mission associated with agency operations that do not take into account such information and consider that cost in agency decision-making.

Climate Change Resilience Strategies

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Strengthen agency <i>external</i> mission, programs, policies and operations (including grants, loans, technical assistance, etc.) to incentivize planning for, and addressing the impacts of, climate change.	Yes	Identify external programs and policies that can be used to incentivize planning for climate change and strengthened these, as appropriate.	External programs and policies are identified and strengthened, as appropriate.
Update and strengthen agency <i>internal</i> mission, programs, policies, and operations to align with the Guiding Principles, including facility acquisition, planning, design, training, and asset management processes, to incentivize planning for and addressing the impacts of climate change.	Yes	Job Corps will update and agency policies and operations, as applicable, to align with the Guiding Principles, including facility acquisition, planning, design, and operation to incentivize planning for and addressing the impacts of climate change.	Job Corps policies are updated to align with the Guiding Principles, including facility acquisition, planning, design, and operation to incentivize planning for and addressing the impacts of climate change.
Update emergency response, health, and safety procedures and protocols to account for projected climate change, including extreme weather events.	Yes	DOL will review and update, as applicable, emergency response, health, and safety procedures and protocols to account for projected climate change, including extreme weather events.	Relevant policies are updated, as applicable, to account for the impacts of climate change, including extreme weather events.

Strategy	Priority for FY 2017	Strategy Narrative	Targets and Metrics
Ensure climate change adaptation is integrated into both agency-wide and regional planning efforts, in coordination with other Federal agencies as well as state and local partners, Tribal governments, and private stakeholders.	Yes	Continue to incorporate climate resilience considerations in NEPA assessments.	Review NEPA assessments to ensure that climate resilience considerations are included.
Ensure that vulnerable populations potentially impacted by climate change are engaged in agency processes to identify measures addressing relevant climate change impacts.	No	Not designated as a top strategy for FY 2017.	
Identify interagency climate tools and platforms used in updating agency programs and policies to encourage or require planning for, and addressing the impacts of, climate change.	No	Not designated as a top strategy for FY 2017.	
Incorporate climate preparedness and resilience into planning and implementation guidelines for agency-implemented projects.	Yes	Continue to incorporate climate resilience considerations in NEPA assessments.	Review NEPA assessments to ensure that climate resilience considerations are included.

Appendix A

Agency Fleet Plan, Climate Adaptation Plan, and Procurement Plan via OMB MAX, please upload appendices as separate documents. When the SSPP is publicly released, appendices should be attached to the document.