

Sustainability Progress Report

2022-2024



Preface

ODOT's *Sustainability Plan* was created pursuant to the 2001 Oregon Sustainability Act. In 2000 and 2003, Governor's Executive Orders were issued to support and drive specific sustainability actions within state government operations. These orders direct state agencies to hire program coordinators, develop plans, and work to incorporate sustainability into government practices.

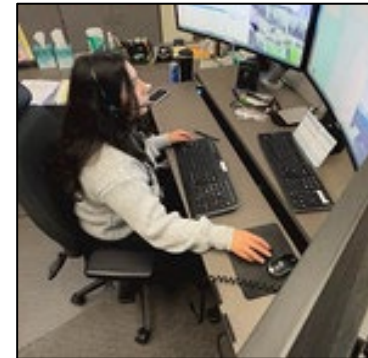
The Sustainability Plan lists strategies across several topic areas focused on economic, environmental, and social values. Goals within the plan provide a clear set of long and short-run targets and expected outcomes. Strategies outline the various actions that will be taken by Lead Work Groups across the agency to achieve measurable results. ODOT publishes annual reports that share progress made toward the goals identified in the Sustainability Plan. Performance measures identified in the progress reports enable the agency to evaluate trends and highlight successes.

ODOT staff use both the Sustainability Plan and annual progress reports to aid decision-making in a way that makes ODOT a more sustainable agency.

Progress toward ODOT's sustainability goals would not be possible without the dedication of employees that implement conservation practices and suggest ways to do things better. Thank you to all employees who make ODOT sustainable!

Questions or comments regarding this report, or any other sustainability topic, can be directed to the Sustainability Program Manager.

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Modifications to Progress Report

ODOT updated the Sustainability Plan in August of 2024 – the previous version dated back to 2015. The intention of the update was to update goals and metrics that reflect current usage rates, new mandates, and/or updated policies. The information provided herein is reflective of the updated [Sustainability Plan](#).

Methodology

Sustainability Program staff primarily utilize ODOT Financial Services' Transportation Environment Accounting and Management System (TEAMS) to collect data and track performance. For example, staff can analyze data from TEAMS to determine electricity use from over 40 utilities that serve ODOT facilities. The information represented in this report is calculated from the best available data. The timing of the data collection depends on when information is available – typically there is a several month delay before information is available in TEAMS.

Key Takeaways from 2022 – 2024

The 2022-2024 Progress Report highlights several takeaways:

- Consolidation of office buildings has a noticeable impact on the agency's carbon footprint.
- Renewable diesel continues to drive down emissions from fleet vehicles.
- Additional resources are needed to improve data quality and accuracy of fugitive emissions, refrigerants, material resource flows, and water reporting.



Operational GHGs

ODOT continues efforts to reduce greenhouse gases (GHG) emitted by its operations and the transportation sector. This work involves collaboration with others to develop innovative responses, minimizing energy use in facilities, increasing fuel efficiency in fleet vehicles, evaluating opportunities to increase low-carbon construction materials, and encouraging employees to reduce business travel.

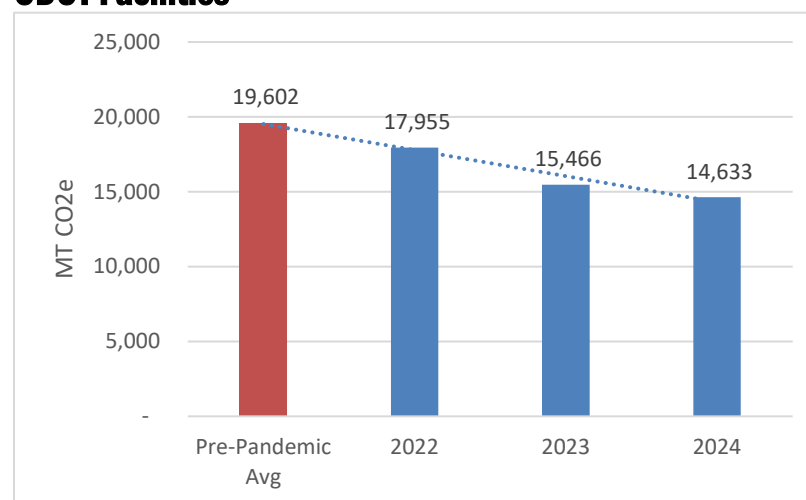
Building Energy Use

Electricity generation is the second largest source of GHG emissions in Oregon.¹ Fossil (natural) gas is widely used in ODOT facilities across the state for traditional uses like heating and air conditioning as well as ODOT-specific vocational uses like melting ice off snowplows. Energy efficiency across ODOT operations is an important part of the agency's sustainability goals.

Energy usage from over 90 ODOT buildings is continuously tracked through the Energy Star Portfolio Manager.² Quantities are pulled from over 40 electric and gas utilities monthly and calculated for each fiscal year. The GHG totals on the graph to the right reflect usage of both electricity and gas across all ODOT accounts throughout the state.

With an increase in remote work for staff across the state since the COVID pandemic, ODOT has cancelled leases and consolidated office spaces. This effort saves the agency money and results in a notable reduction in the agency's carbon footprint. A pre-pandemic average is highlighted in the chart to the right to show the GHG-reduction impact of this policy.

Performance Measure: Carbon Emissions Attributed to ODOT Facilities



1 [DEQ | Oregon Greenhouse Gas Sector-Based Inventory Data](#)

2 [Use Portfolio Manager | ENERGY STAR Buildings and Plants | ENERGY STAR](#)

Source: EPA Portfolio Manager, ODOT

Performance Measure: Building level Energy Use Intensity Per Square Foot Per Year

ODOT focuses on the twelve largest facilities for this performance measure. Energy Use Intensity (EUI) is down across ten of the twelve facilities, highlighted in green in the table below. Two buildings have a slightly higher EUI score because of modified building use.

Source: ODOT Facilities Services, EPA Portfolio Manager, 2025.

Property Name	City	Property GFA Self-Reported (ft ²)	Latest Year % Change Over Baseline	2024 Site EUI (kBtu/ft ²)	2023 Site EUI (kBtu/ft ²)	2022 Site EUI (kBtu/ft ²)	2015 Site EUI (Baseline)
Barlow School Offc Bldg	Portland	20,000	-67%	24.8	25.5	27.4	74.8
Region 1 Headquarters, Garrett	Portland	94,063	-40%	25.3	25.3	26.9	42.5
Mill Creek Office Building	Salem	51,120	-28%	22.7	26.8	28.2	31.7
DMV HQ Office Bldg Salem	Salem	120,790	-28%	38.7	38.7	42.7	54
Region 3 Headquarters Bldg	Roseburg	38,186	-27%	73.2	91.6	81.4	100.5
Region 4 Headquarters, Bldg K	Bend	11,000	-24%	77.5	83.6	85.8	101.5
Region 5 Headquarters Bldg	LaGrande	27,900	-23%	48.3	63.6	61	62.9
Salem Materials Laboratory	Salem	54,000	-16%	123.4	123.9	131.5	147.5
Transportation Bldg. HQ	Salem	151,635	-9%	32.5	34.8	36	35.8
Region 2 Headquarters, Bldg B	Salem	21,900	-3%	49.7	52.9	51	51.4
Project Mgrs & R/W, Building A	Salem	16,700	4%	61.4	75.6	68.2	59
Supply Ops, Purchasing, Bldg K	Salem	30,000	7%	43.4	55	72.1	40.6

*DMV HQ Office Bldg Salem data was not available for 2024 at the time of publication.

Fleet Fuel Use

Reporting and tracking GHG emissions from ODOT's equipment and vehicle fleet is essential for understanding the agency's environmental impact and identifying opportunities to reduce emissions. Emissions from the fleet represent one of the most significant sources of ODOT's overall carbon footprint. Accurate data enables informed decision-making and helps demonstrate ODOT's commitment to environmental stewardship and operational efficiency.

Performance Measure: Total biodiesel and renewable diesel fuel use as percent of total fuel use.

R99 is a renewable diesel and has the lowest carbon intensity of all fuels with the exception of electricity. ODOT has 38 bulk fuel locations dispensing R99 in 2024, up from the 31 locations reported in 2021. As supply allows, the Fleet Fuel Program is expanding R99 use now that it has become more available and price competitive.

Percentage of Fuel Use By Type			
Fuel Type:	FY 22	FY 23	FY 24
Fossil	59%	55%	51%
Bio	3%	3%	3%
Renewable	38%	41%	46%

Renewable Fuel Usage

38% → 46%

Renewable fuel usage has increased by 8% in two years.

Performance Measure: Zero-emission vehicles as a percent of all light-duty fleet vehicles.

ODOT's long-term goal is for 10% of light-duty vehicles to be zero emission by 2030. As of 2024, ZEVs comprise 1.8% of the total fleet. ODOT's Fleet Services team was recently awarded funding from the Carbon Reduction Program to install EV charging stations as well as procure several ZEVs that can be used across the state to get agency staff more comfortable with driving and charging the new technology. The agency has 31 charging ports for fleet vehicles across the state.

ODOT Owned Zero Emission Vehicles (ZEVs)		
Make:	Model:	Count of Equipment ID:
Chevy	Volt	3
Ford	Escape	2
Ford	F150--Lightning	3
Ford	Transit Van	1
Toyota	Prius	3
Grand Total		12

Source: ODOT Fleet Services 2025



Fugitive Emissions and Refrigerants

Staff estimated Scope 1 GHG emissions from refrigerant use to be 1,924 MT CO₂e as calculated for FY22. Refrigerant sources include air-conditioning units in office buildings (1,404 MT CO₂e), air-conditioning in light-duty fleet vehicles (520 MT CO₂e), and a minimal amount from refrigerators used in offices (37 kilograms CO₂e).

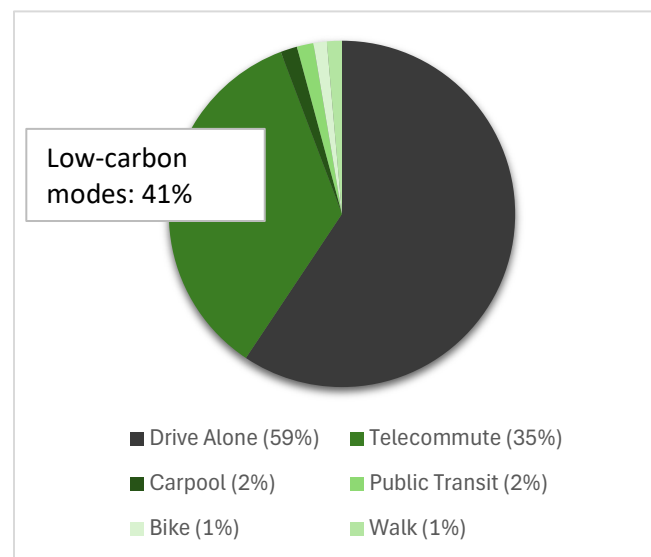
Performance Measure: Percent reduction of Scope 1 fugitive emissions from baseline.

A baseline has not been set yet for this performance measure. Staff will soon establish a baseline by defining an appropriate scope, identifying applicable sources, collecting equipment data, and calculating emissions and aggregating results across multiple years.

Employee Transportation Options

Performance Measure: Percent of employees that use a low-carbon transportation mode when commuting to work.

The first known statewide commute survey for ODOT employees was issued in December 2024. About 30% of ODOT's 4,351 full-time employees voluntarily responded. If we assume this survey is a fair representation of employee commutes across the agency, an estimated 5,756 MT CO₂e can be attributed to ODOT employee commutes. This represents about 3% of the agency's total carbon footprint. Employees that use non-fossil fuel modes, like telecommuting and biking, avoid an estimated 1,677 MT CO₂e, or the equivalent of combusting 188,703 gallons of gasoline a year.



Performance Measure: GHG emissions per dollar spent on business travel

ODOT's corporate travel management agency reports total costs as well as estimated GHG emissions from employee business travel. The table below provides data for calendar years 2022 – 2024.

Calendar Year	GHG Emissions / \$ Spent on Business Travel	Estimated GHG Total in MT CO ₂ e	Est. \$ Spent on Business Travel
2022	0.000405	70.83	\$ 175,075
2023	0.000748	135.49	\$ 181,251
2024	0.000833	123.96	\$ 148,756

Material Resource Flows

Waste Minimization and Recycling

Performance Measure: Recycling volumes as reported by waste haulers.

ODOT works to reuse and recycle office materials from its operations, including paper, plastics, electronics and metals. It is difficult to track waste volume data at a large and decentralized organization like ODOT. The agency uses many waste haulers throughout the state which often differ in the client and account information gathered. Tracking the actual volume or weight of waste disposal is also a challenge.

The best available information available to ODOT is estimated pounds of recycled paper, plastics, and electronics. This information is provided by Garten Services, Inc. – a nonprofit that manages recycling efforts at several ODOT facilities in Salem. No other service provider is able to provide similar data.

The table below depicts the information provided by Garten Services for calendar year 2023 and 2024 and covers recycling data from over nine ODOT locations in Salem. Garten could not provide data for 2022.

Material Type	2023	2024
Paper + Plastics (lbs.)	115,494	80,983
Electronics (lbs.)	45,068	31,805



Photo Credit: Garten Services, Inc.

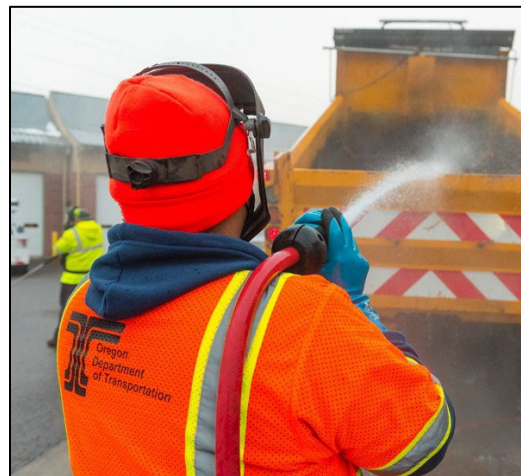
Environmental Stewardship

Water Use

Metered water data is collected from ODOT-owned as well as leased sites across the state. ODOT's measures water usage to learn how certain operational changes, retrofits and conservation activities can reduce water use.

Work is underway to better track facility-level water usage as well as well-water use across the state. This information helps drive reductions through targeted equipment retrofits and other conservation actions. It is important to note while ODOT's accounting systems allow for water use tracking, challenges remain with facility metering and consistent and accurate data entry. The significant swings reported in the table below are suspected to be a result of data entry errors.

Performance Measure: Total reduction in non-essential water use (gallons).



	2014 (Baseline)			2022					2023					2024				
	Meters	Gallons	Gallons per Meter	Meters	Gallons	Gallons per Meter	YOY	Baseline	Meters	Gallons	Gallons per Meter	YOY	Baseline	Meters	Gallons	Gallons per Meter	YOY	Baseline
							GPM Change	GPM Change				GPM Change	GPM Change				GPM Change	GPM Change
ODOT-owned Facilities	129	32,996,100	255,784	138	33,934,954	245,905	5.00%	-3.90%	144	39,951,511	277,441	11.40%	8.50%	141	26,246,217	186,143	-49.00%	-27.20%
ODOT-leased Properties	30	1,297,386	43,246	27	2,676,882	99,144	6.30%	129.30%	28	3,601,143	128,612	22.90%	197.40%	28	2,128,826	76,030	-69.20%	75.80%
Maintenance	48	28,262,491	588,802	41	4,886,279	119,178	-288.80%	-79.80%	40	9,570,183	239,255	50.20%	-59.40%	37	13,428,643	362,936	34.10%	-38.4%

Social Equity and Economic Health

Workforce Diversity

Workforce diversity plays an important part in ODOT's overarching sustainability initiatives. ODOT has a goal to prioritize diversity, equity and inclusion by identifying and addressing systemic barriers to ensure all Oregonians benefit from transportation services and investments. One way we are working toward achieving this goal is to expand our workforce diversity to reflect the communities we serve across Oregon. Diversifying how we look, listen and act helps us to be more culturally responsive and helps us achieve equitable outcomes.

Performance Measure: Workforce Choice Index Score and Workforce Diversity.

The Workforce Choice Index score available at time of writing was 2.62 (out of a possible five points). More information can be found online here: <https://www.oregon.gov/odot/state-of-the-system/Pages/Equity.aspx>. The table below provides details on ODOT's workforce diversity.

Disability Status	US Dept. of Labor Suggested Workforce %	ODOT Workforce
People with Disabilities	7.0%	3.2%
Gender	Oregon Population	
Female	50.2%	37.3%
Male	49.8%	62.7%
Race		
American Indian/Alaskan Native	1.9%	1.6%
Asian	5.2%	3.6%
Black/African American	2.4%	1.0%
Do not wish to answer	No comparable	2.7%
Hispanic/Latina/o/x	14.9%	6.7%
Native Hawaiian/Other Pacific Islanders	0.5%	0.6%
Two or More Races	4.4%	3.5%
White	72.8%	80.3%
Veteran Status		
Veterans	5.9%	8.0%

Small Business Program and Disadvantaged Business Enterprise

Performance Measure: Percent of ODOT contract dollars awarded to emerging small businesses and disadvantaged businesses.

The primary goal of the Small Contracting Program (SCP) is to provide outreach to targeted business entities. The SCP is a means to build effective working relationships with companies who can benefit from partnering with ODOT.

ODOT also strongly encourages, and is committed to, the participation of Emerging Small Businesses (ESB) in contracting opportunities. The mission of the ESB Program is to create new and innovative contracting opportunities for Oregon’s small business community. ODOT also assists ESBs in overcoming barriers to participating in the state’s extensive public contracting procurement programs. ODOT’s policy is not to discriminate on the basis of race, color, sex and/or national origin when awarding and administering those contracts.

ODOT’s Office of Civil Rights tracks dollars awarded to specific certified groups – as shown in the tables below. The six percent goal for contracts with Certified groups was met in 2023 and 2024.

Categories	2022	2022 Percentage of Dollars Awarded	2023	2023 Percentage of Dollars Awarded	2024	2024 Percentage of Dollars Awarded
All	\$ 936,086,628	100.00%	\$ 683,858,372	100.00%	\$ 657,036,092	100.00%
Certified	\$ 44,644,419	4.77%	\$ 41,024,411	6.00%	\$ 40,412,979	6.15%
Disadvantaged Business Enterprise	\$ 44,458,560	4.75%	\$ 40,838,552	5.97%	\$ 40,227,120	6.12%
Emerging Small Business	\$ 1,315,548	0.14%	\$ 11,937,528	1.75%	\$ 11,571,593	1.76%
Minority Business Enterprise	\$ 21,734,838	2.32%	\$ 20,565,486	3.01%	\$ 20,565,006	3.13%
Women Business Enterprise	\$ 20,761,893	2.22%	\$ 18,667,713	2.73%	\$ 18,056,761	2.75%
Service Disabled Veteran	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%

Next Steps

Looking Into the Future

The 2022–2024 Sustainability Progress Report underscores ODOT’s ongoing commitment to advancing sustainable practices across the agency. It highlights strategic efforts in the economic, environmental, and social spheres. Looking forward, the continued success of ODOT’s Sustainability Plan will rely on sustained dedication, cross-agency collaboration, and innovative approaches.

In addition to advancing GHG reduction strategies across all operations, we aim to enhance the sustainability reporting platform—improving data accessibility and ensuring timely dissemination of progress updates as they become available.