

Sustainability Progress Report 2025



Preface

ODOT's [*Sustainability Plan*](#) was developed in accordance with the 2001 Oregon Sustainability Act and is guided by executive orders issued by the Governor in 2000 and 2003. These directives require state agencies to designate sustainability coordinators, develop sustainability plans, and integrate sustainable practices into their operations.

The Sustainability Plan establishes goals and strategies that advance ODOT's economic, environmental, and social priorities. The goals define both short-and long-term objectives, while the strategies identify actions led by work groups across the agency to achieve measurable results.

Annually, ODOT publishes a Sustainability Progress Report that highlights accomplishments, tracks performance measures, and evaluates progress toward the goals outlined in the Sustainability Plan. These reports help identify trends, measure outcomes, and inform future actions.

Together, the Sustainability Plan and the annual progress reports provide a framework for decision-making, support continuous improvement, and help ODOT operate more sustainably.

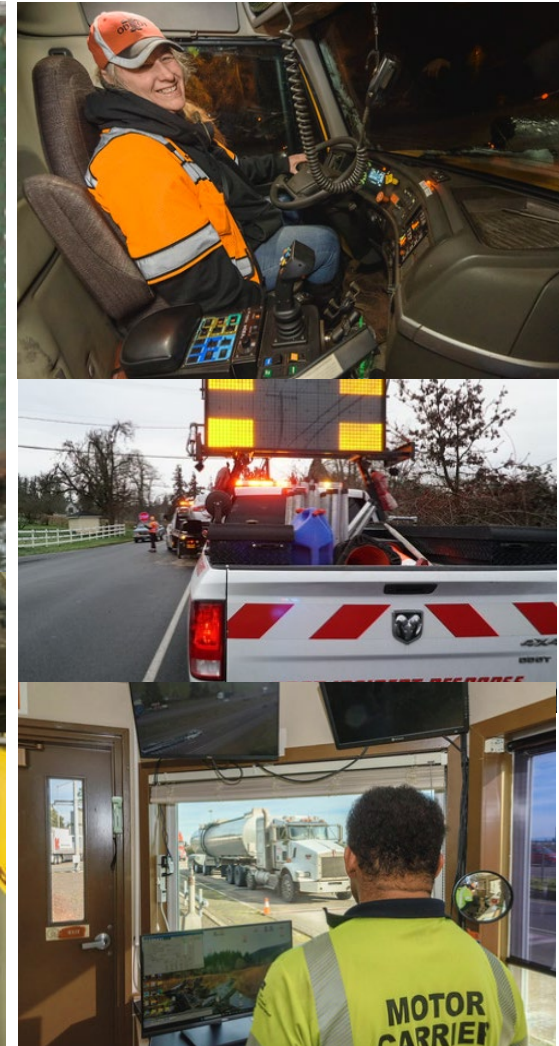
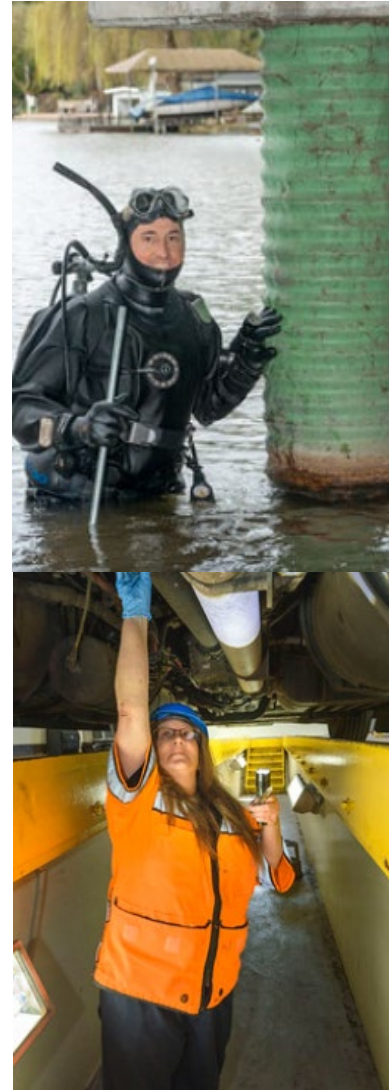
ODOT's progress is made possible by employees across the agency who implement conservation practices, identify opportunities for improvement, and incorporate sustainability into their daily work. Their commitment is essential to achieving the agency's sustainability goals. For the last few years, ODOT has held positions vacant and slowed hiring, which may impact some goals.

Questions or comments about this report or ODOT's sustainability efforts may be directed to the Sustainability Program Manager.

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Operational greenhouse gas emissions

ODOT continues efforts to reduce greenhouse gas emissions from both its operations and the transportation sector. This work includes collaborating with partners to develop innovative solutions, improving energy efficiency in agency facilities, increasing the fuel efficiency of fleet vehicles, evaluating opportunities to use lower-carbon construction materials, and encouraging alternatives to business travel when feasible.

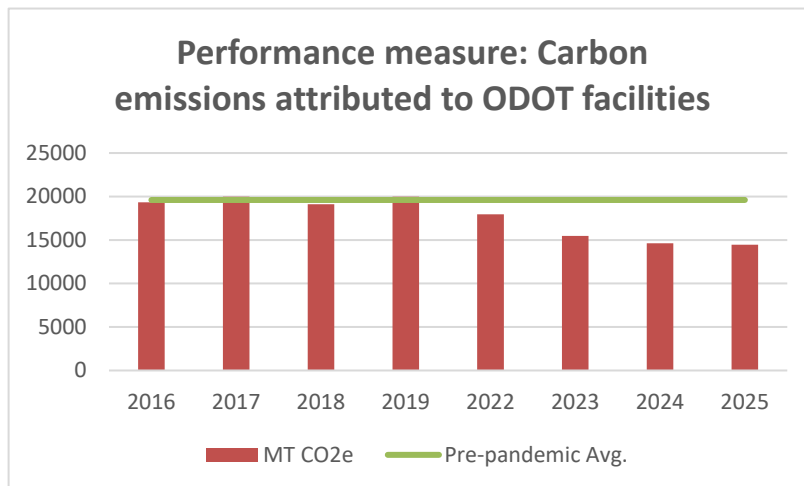
Building energy use

Electricity generation is the [second largest source of GHG emissions in Oregon](#). Fossil (natural) gas is widely used in ODOT facilities statewide for building operations such as heating and cooling, as well as agency-specific functions like melting ice from snowplows. Improving energy efficiency across ODOT facilities is a key component to the agency's sustainability efforts.

ODOT tracks energy use in more than 90 buildings through the [Energy Star Portfolio Manager](#). Data from more than 40 electric and natural gas utilities are collected monthly and compiled by fiscal year. The GHG totals shown in the accompanying graph represent emissions associated with both electricity and natural gas consumption across ODOT facilities statewide.

Since the COVID-19 pandemic, the expansion of remote work has enabled ODOT to consolidate office space and eliminate several building leases. This reduces operating costs and lowers the agency's building-related GHG emissions. The chart includes a pre-pandemic average to illustrate the emissions reductions associated with this shift.

Performance measure: Carbon emissions attributed to ODOT facilities



Performance measure: Building level Energy Use Intensity per square foot per year

ODOT focuses on the 12 largest facilities for this performance measure and tracks annual Energy Use Intensity (EUI) to monitor building energy performance. In 2025, the EUI varied among facilities based on building size, function, and operational needs. Nine of the 12 facilities showed improved EUI compared to 2015. The EUIs for three facilities were slightly higher compared to 2015.

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

Property Name	City	Property Gross Floor Area Self-Reported (ft ²)	Latest Year % Change Over 2015	2025 Site EUI (kBtu/ft ²)	2024 Site EUI (kBtu/ft ²)	2023 Site EUI (kBtu/ft ²)	2022 Site EUI (kBtu/ft ²)	2015 Site EUI (Comparison)
Barlow School Office Building	Portland	20,000	-69%	22.9	24.8	25.5	27.4	74.8
Region 1 Headquarters, Garrett	Portland	94,063	-26%	31.4	25.3	25.3	26.9	42.5
Mill Creek Office Building	Salem	51,120	-21%	24.9	22.7	26.8	28.2	31.7
DMV HQ Office Building Salem	Salem	120,790	-22%	42.3	35.6	38.7	42.7	54
Region 3 Headquarters Building	Roseburg	38,186	-54%	46.1	73.2	91.6	81.4	100.5
Region 4 Headquarters, Building K	Bend	11,000	-36%	65.2	77.5	83.6	85.8	101.5
Region 5 Headquarters Building	LaGrande	27,900	-49%	31.9	48.3	63.6	61	62.9
Salem Materials Laboratory	Salem	54,000	3%	151.5	123.4	123.9	131.5	147.5
Transportation Building HQ	Salem	151,635	-8%	33.1	32.5	34.8	36	35.8

Region 2 Headquarters, Building B	Salem	21,900	4%	53.4	49.7	52.9	51	51.4
Project Managers & R/W, Building A, CCD	Salem	16,700	-33%	39.7	61.4	75.6	68.2	59
Supply Ops, Purchasing, Building K	Salem	30,000	5%	42.5	43.4	55	72.1	40.6

Fleet fuel use

ODOT tracks and reports GHG emissions from its equipment and vehicle fleet to understand the agency's environmental impact and identify opportunities to reduce emissions. As one of the largest contributors to ODOT's carbon footprint, the fleet is a key focus for the agency's sustainability efforts. Accurate emissions data supports informed decision-making, helps target reduction strategies, and measures progress toward sustainability goals.

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

R99, a fuel composed of 99% renewable diesel and 1% petroleum diesel, has the lowest carbon intensity of all fuels, except for electricity. ODOT had 38 bulk fuel locations dispensing R99 in 2024, but due to a lack of quality product, the number of locations dispensing R99 was reduced to 12 and overall consumption of R99 declined in 2025. As quality improves and supply and price competitiveness allow, the Fleet Fuel Program will expand R99 use.

Percentage of Diesel Fuel Use by Type				
Fuel Type:	FY 22	FY 23	FY 24	FY 25
Fossil	59%	55%	51%	61%
Bio	3%	3%	3%	3%
Renewable	38%	41%	46%	36%

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 fleet vehicles to be zero emission by 2030. As of 2025, ZEVs comprise 1.9% of the light-duty fleet. ODOT's Fleet Services team was awarded funding from the Carbon Reduction Program to procure several ZEVs and to install EV charging stations. Providing reliable access to charging can make staff more comfortable with driving ZEVs. The agency has 38 charging ports for fleet vehicles across the state.

ODOT Owned Zero Emission Vehicles		
Make	Model	Count
Chevy	Volt	3
Ford	Escape	2
Ford	F150 – Lightning	3
Ford	Transit Van	1
Toyota	Prius	4
Total		13

Source: ODOT Fleet Services 2026



Fugitive emissions and refrigerants

Staff estimated Scope 1 GHG emissions (emissions directly generated by ODOT) from refrigerant use to be 1,924 MT CO₂e 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 are currently evaluating this performance measure.

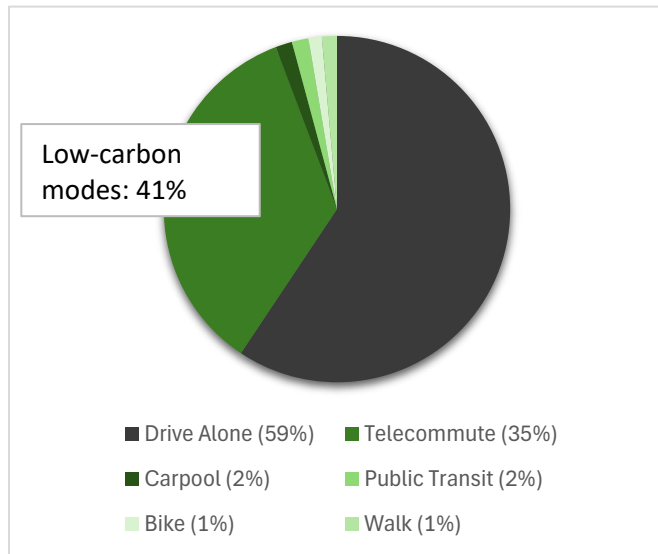
Employee transportation options

The Oregon Transportation Plan has a goal to reduce per capita vehicle miles traveled for passenger vehicles. The intention is to decrease transportation GHG emissions as well as support a resilient multimodal transportation system. In alignment with this goal, ODOT encourages its employees to maximize their transportation options for the commute to work and for work-related travel, and assesses the emissions associated with these transportation activities.

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 this survey is representative of ODOT, 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. This survey is conducted every two years, with the next survey scheduled for fall 2026. Results will be included in the 2026 fiscal year progress report.

2024 Employee Commute Survey Data



Performance measure: GHG emissions per dollar spent on business air travel

ODOT's corporate travel management agency reports total costs as well as estimated GHG emissions from employee business air travel. The table below provides data for calendar years 2023 – 2025. In 2025, ODOT conducted less travel, spent significantly less on business air travel, and reduced its GHG impact. The carbon intensity of business air travel per dollar increased slightly. Other forms of employee travel are not included here.

Year	GHG emissions per dollar spent on business air travel	Estimated GHG total in MT CO2e	Dollars spent on business air travel
2023	0.000748	135.5	\$ 181,251
2024	0.000833	124	\$ 148,756
2025	0.000955	99.8	\$ 104,578

Material resource flows

Sustainability includes the purchase of materials and equipment that are energy efficient and environmentally friendly, recycling and reusing them whenever possible, and finally selling or disposing of them in an environmentally responsible manner.

Waste minimization and recycling

ODOT works to reuse and recycle materials generated through its operations, including paper, plastic, electronics, and metals. Tracking waste generation across a large, decentralized organization presents challenges. The agency contracts with numerous waste haulers statewide and each hauler collects and reports data differently, or not at all. As a result, consistent information on the volume or weight of waste disposed statewide is not currently available.

Performance measure: Recycling volumes as reported by waste haulers

The most comprehensive recycling data available to ODOT are estimates of paper, plastic, and electronic materials recycled through Garten Service, Inc., a nonprofit organization that managed recycling at several ODOT facilities in Salem until April 2026. ODOT-owned facilities that used the Garten agreement secured new agreements effective May 2026. Future data for waste and recycling will depend on the reporting capabilities of the current haulers.

The table below summarizes recycling data provided by Garten Services for calendar year 2025, representing 12 ODOT facilities in the Salem area.

Material Type	2023	2024	2025
Paper + Plastics (lbs)	115,494	80,983	88,172

Electronics (lbs)	45,068	31,805	30,497
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Environmental stewardship

Water use

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

Work is underway to better track facility-level water usage as well as well-water use across the state. While ODOT's accounting systems allow for water use tracking, challenges remain with facility metering and consistent and accurate data entry.



Performance measure: Total reduction in water use (gallons)

Type of Facility	2023			2024			2025		
	Water Meters	Gallons	Gallons per Water Meter	Water Meters	Gallons	Gallons per Water Meter	Water Meters	Gallons	Gallons per Water Meter
ODOT Owned Facilities	144	39,951,511	277,441	141	26,246,217	186,143	142	31,619,808	222,675
ODOT Leased Facilities	28	3,601,143	128,612	28	2,128,826	76,030	27	2,831,171	104,858
Maintenance	40	9,570,183	239,255	37	13,428,643	362,936	34	7,974,953	234,557

Social equity and economic health

Workforce diversity

Workforce diversity plays an important part in ODOT’s sustainability initiatives. ODOT has a goal to prioritize diversity, equity, and inclusion by identifying and addressing systemic barriers to ensure all people in Oregon 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 was 3.39 (out of a possible five points), up from 2.62 in 2024. More information can be found [online here](#). 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

Due to changes to the US Department of Transportation's Disadvantaged Business Enterprise Program, this performance measure is under evaluation. A new performance measure will be added when the Sustainability Plan is revised.

Next steps

Looking into the future

The 2025 Sustainability Progress Report reflects ODOT's continued commitment to building a more sustainable transportation system and organization. Through collaboration, innovation, and data-driven decision-making the agency is reducing its environmental footprint while supporting resilient communities and responsible stewardship of public resources. ODOT will continue to refine its sustainability reporting, improve data collection and accessibility, and advance initiatives that reduce greenhouse gas emissions and enhance the long-term sustainability of its operations.

Addendum

2025 progress on 2024 Sustainability Plan goals

The tables below provide status updates on the short- and long- term goals included in the Sustainability Plan. Since the plan's last update in August 2024, federal guidance changes, new state legislative requirements, funding changes, and ODOT budgetary realities have impacted progress and led ODOT to propose revising some goals (as indicated below). Goals will be revised when the Sustainability Plan is updated.

Operational greenhouse gas emissions

Building energy use

Short term goal	Status Update
Establish energy use intensity reduction targets in alignment with American Society of Heating, Refrigerating and Air-Conditioning Engineers 100 for applicable ODOT facilities by April 1 of each year.	Goal subject to revision
Update outreach materials targeting facilities energy savings and best practices by the end of 2025.	Goal subject to revision
Develop individual facility plans to meet requirements of House Bill 3409 by the end of 2025.	Complete
Pilot a low-carbon alternative fuel to power generators at ODOT wireless towers by the end of 2025.	Goal subject to revision

Long term goal	Status update
Ensure all ODOT facilities comply with Executive Order 17-20 "Accelerating Efficiency in Oregon's Built Environment."	Ongoing
Reduce GHG emissions attributed to ODOT facilities by 50% from fiscal year 2016-19 baseline by 2030.	Ongoing
Enroll 100% of eligible meters in a community solar program by 2030.	Complete

Fleet fuel use

Short term goal	Status Update
Develop light-duty fleet electrification plan by 2025.	Complete
Install at least 20 EV charging ports at ODOT facilities by the end of fiscal year 2027.	Ongoing
Create an educational campaign and improve vehicle reservation process to ensure compliance with the DAS Statewide Fleet Policy requirement to use the “most efficient vehicle” by the end of 2024.	Ongoing

Long term goal	Status update
Reduce GHGs from ODOT’s Fleet by 50% compared to the fiscal year 2016 -19 baseline by 2030.	Ongoing
Ten percent of light-duty fleet vehicles will be a zero-emission vehicle by 2030.	Ongoing

Fugitive emissions and refrigerants

Short term goal	Status Update
Establish an inventory of agency refrigerant use where available by January 2025.	Complete
Establish a fugitive emissions baseline for the agency by April 2025.	Goal subject to revision
Create an education and outreach campaign on fugitive emissions management by September 2025.	Goal subject to revision

Long term goal	Status update
Reduce 20% of ODOT’s fugitive emissions by 2027.	Goal subject to revision

Construction materials

Short term goal	Status Update
Develop a program in compliance with ORS 184.879	Complete

by the end of 2025.	
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Long term goal	Status update
Reduce the global warming potential of the asphalt, concrete and steel used by the agency.	Ongoing
Use pavement life cycle assessments to inform sustainable decisions	Not started

Employee transportation options

Short term goal	Status Update
Increase commute trips by low-carbon modes (e.g., transit) by 2% year-over-year.	Data available in next progress report
Establish a GHG emission-intensity target for business related travel by the end of 2025	Goal subject to revision

Long term goal	Status update
Maintain a rate of 40% of ODOT employees who are permitted to work remotely where practicable.	Ongoing
In employee commutes, achieve GHG emission levels that are 25% below a to-be determined baseline level by 2027.	Ongoing
Replace 66% of total annual commute and work-related trips taken by ODOT employees with remote work or compressed schedules compared to to-be determined level by 2035.	Ongoing

Material resource flows

Waste minimization and recycling

Short term goal	Status Update
Complete a waste audit in a major facility by	Goal subject to revision

December 2025.	
Initiate a composting pilot program in one or more facilities by July 2025.	Goal subject to revision
Share a report with building and business operation managers on opportunities and barriers to recycling at ODOT facilities by December 2025.	Goal subject to revision

Long term goal	Status update
Work toward achieving an 80% recycling or reuse at facilities (i.e. zero unusable or non-recyclable material generated) where data tracking is feasible by 2030.	Ongoing

Environmental stewardship

Water use

Short term goal	Status Update
Report on agency water use and share water conservation best practices with appropriate audiences on an annual basis.	Ongoing
Establish water use targets based on building type and use by December 2025.	Goal subject to revision

Long term goal	Status update
Curtail or end the non-essential water use for landscaping and other exterior features of buildings and grounds by January 2030.	Ongoing

Social equity and economic health

The Social Equity and Economic Health goals are under review to reflect changes in federal direction and ensure alignment with

current agency strategies and sustainability outcomes.