

EARLY ADOPTERS - SUSTAINING THE CITY OF DULUTH

- GOALS -

We will build, repair and maintain buildings to ensure a livable and productive working environment

The City of Duluth will encourage a culture of sustainable operations where we are responsible stewards of all resources: human, financial, built and natural

- STRATEGIES -

Require all managers and directors to incorporate sustainability standards into their five-year business plan

Establish measurable goals, to include adoption of green standards in design/construction and purchasing (life-cycle costing)

Provide a monthly Sustainability article in the internal electronic newsletter "The Bridge."

Encourage ownership and responsibility for sustainability from all divisions and departments through exchange of information, employee recognition and performance evaluation

- ACTIONS -

SHORT TERM

▶ Provide training to managers regarding relationship of sustainability principles to daily operations

▶ Comply with B3 (Buildings, Benchmarks & Beyond) Guidelines

▶ Adopt Design & Construction Standards

▶ Establish a stand-alone "Sustainability" tab on the newsletter's homepage

▶ Staff responsible for incorporation of sustainability principles into corporate business plans to receive training from the Early Adopter Team

MEDIUM TERM

▶ Incorporate sustainability language into the business plan template

▶ Provide recognition/incentives for successful implementation of the business plan's sustainability goals

▶ Adopt life-cycle costing in our purchasing protocol

▶ Human resources incorporates sustainability principles into employee job descriptions and performance evaluation tools

▶ Recognition system is established

