



STRATEGIC SUSTAINABILITY PERFORMANCE PLAN



2012

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Section 1: Agency Policy and Strategy

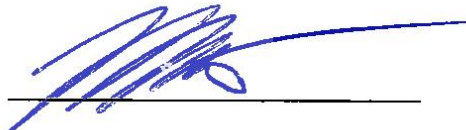
Agency Policy Statement

The Federal Government is the largest consumer of energy in the United States, and the Peace Corps is committed to supporting Executive Order 13514, Federal Leadership in Environmental, Energy, and Economic Performance. The Peace Corps contributes to global environmental impacts with its presence of employees, facilities, and vehicles located in the United States and 75 countries worldwide.

On January 14, 2010, Peace Corps' Director Williams emphasized the Agency's comprehensive commitment to sustainability by "greening the agency in terms of projects, operations at our overseas posts, and overall infrastructure." Although EO 13514 applies to activities and resources in the United States, Peace Corps intends to demonstrate its commitment and leadership by applying the principles of EO 13514 to both domestic and international operations related to:

- Energy efficiency and greenhouse gas emissions
- Water conservation
- Waste management
- Sustainable acquisition and green purchasing
- Electronics stewardship

In addition to the Peace Corps' commitment to sustainability, the Agency continues to be a leader in addressing climate change as a transnational challenge that could impact our programs and operational objectives. The Peace Corps is committed to integrating climate change adaptation planning into Agency programs, policies, and operations.



James Pimpedly
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Executive Summary

Peace Corps Sustainability

October 2009, President Obama signed Executive Order (EO) 13514, “Federal Leadership in Environmental, Energy, and Economic Performance”. EO 13514 calls for the development of a strategy in sustainability and for a reduction of Greenhouse Gas (GHG) emissions for Federal agencies.

We recognize the Federal Government is the largest consumer of energy in the United States. The Peace Corps contributes to this consumption with its global presence of employees, facilities, and vehicles located in 76 countries worldwide. We are committed to support Executive Order 13514, Federal Leadership in Environmental, Energy, and Economic Performance. Although the executive order applies to activities and resources in the United States, the Peace Corps can provide leadership, and wherever possible, apply the spirit and intent of the executive order to our overseas resources as well. Additionally, our volunteers can share green ideas within the countries in which they serve.

The Office of Management has developed a draft Peace Corps Green Strategy that includes actions that the Peace Corps will undertake to reduce Greenhouse Gas emissions. We have set a target to reduce the amount of annual greenhouse gas emissions from our domestic operations by 20 % by fiscal year 2020. Additionally, we have set a 20 % reduction target for our domestic petroleum usage by fiscal year 2020. Although we have not yet set specific targets for our overseas locations because of the challenges of the operational environment and availability of energy sources, we have identifying quantifiable actions this year that will lead to reduced energy consumption through training, evaluations, and other methods pertaining to our global operations. Additionally, we have begun collected baseline data to measure energy usage at our overseas locations.

In Fiscal Year 2011, the Peace Corps made significant progress in expanding its sustainability plan and collecting data to measure its performance goals. In addition to our greenhouse gas reduction calculations, this year’s Sustainability Plan includes the Agency Climate Change Adaptation Plan, which is an evaluation of Peace Corps’ climate change risks and vulnerabilities and how we plan to manage both the short and long term effects of climate change on the agency’s mission and operations. Also included, is the Fleet Management Plan, which outlines how the Agency will achieve an optimal domestic fleet inventory, meet requirements for converting to alternative fuel vehicles, and reach compliance with the *Presidential Memorandum - Federal Fleet Performance*, dated May 24, 2011.

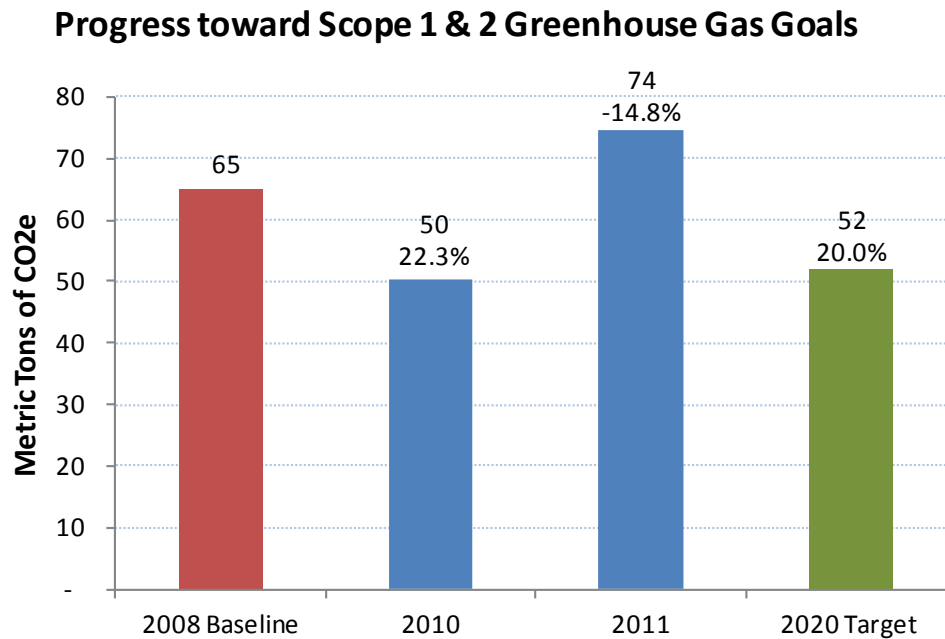
Table 1: Size and SCOPE of AGENCY Operations

Agency Size and Scope	FY 2011
Total Number of Employees as Reported in the President's Budget	1,059
Total Acres of Land Managed	0
Total Number of Facilities Owned	0
Total Number of Facilities Leased (GSA and Non-GSA lease)	509
Total Facility Gross Square Feet (GSF)	2,829,353
Operates in Number of Locations Throughout U.S.	9
Operates in Number of Locations Outside of U.S.	76
Total Number of Fleet Vehicles Owned	672
Total Number of Fleet Vehicles Leased	21

Goal 1:

Greenhouse Gas Reduction and Maintenance of Agency Comprehensive Greenhouse Gas Inventory

Agency-Specific Performance Metrics for Scope 1 & 2 GHG Emissions Reduction:



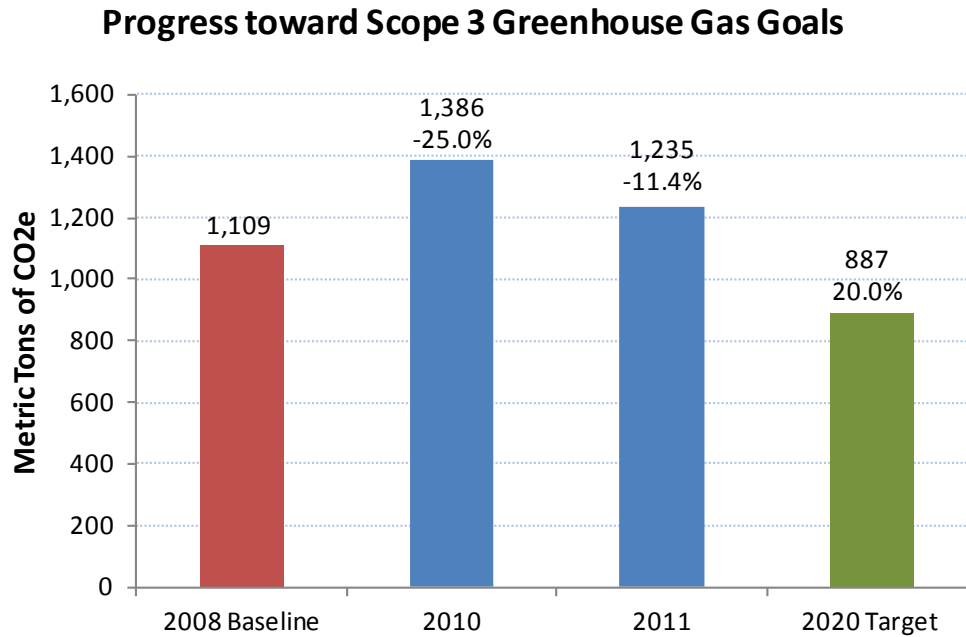
Note: E.O. 13514 requires each agency to establish a scope 1 & 2 GHG reduction target for FY2020. The target for this agency is 20% compared to FY2008. The red bar represents the agency's FY2008 baseline. The green bar represents the FY2020 target reduction. The blue bars show actual status in relationship to the target. The percentage on each bar shows the reduction or increase from the FY2008 baseline. A negative percentage reflects an increase in scope 1 & 2 GHG emissions.

Goal 1 Strategy:

Greenhouse Gas Reduction and Maintenance of Agency Comprehensive Greenhouse Gas Inventory

ID	Description	Strategy Type	Timeframe	Scale	Success Metrics: FY12	Success Metrics: FY13	First Related Goal	Second Related Goal
1	Continue to promote alternative commuting by offering the maximum transit subsidy and biking subsidy. Maintain biking infrastructure (racks, repair kits, showers) at the headquarters building.	Plan	FY13-Out-year	National	Full transit subsidies offered, biking infrastructure is maintained.	Full transit subsidies offered, biking infrastructure is maintained.	N/A	N/A
2	Reduce employee commuting by expanding opportunities for telework.	Plan	Ongoing	National	Increase in number of employees teleworking OR total employee days teleworking	Increase in number of employees teleworking OR total employee days teleworking	N/A	N/A
<p>Comment: Ability to measure employee days teleworking is contingent upon development of an efficient method of tracking.</p>								

Agency-Specific Performance Metrics for Scope 3 GHG Emissions Reduction:

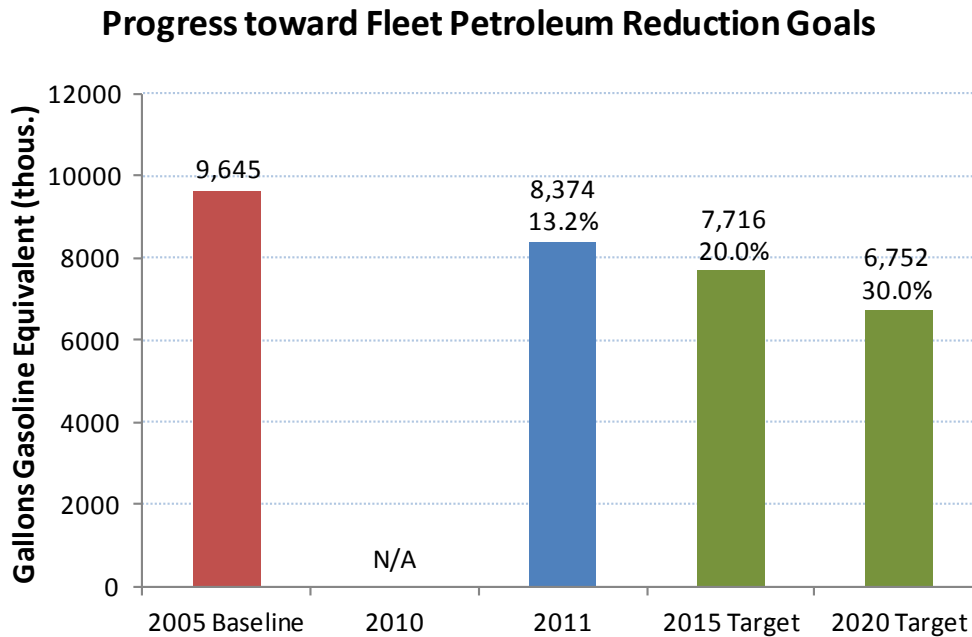


Note: E.O. 13514 requires each agency to establish a scope 3 GHG reduction target for FY2020. The FY2020 target for this agency is 20% compared to the FY2008 baseline. The red bar represents the agency's FY2008 baseline. The green bar represents the FY2020 target reduction. The blue bars show actual status in relationship to the target. The percentage on each bar shows the reduction or increase from the FY2008 baseline. A negative percentage reflects an increase in scope 3 GHG emissions.

Goal 3:

Fleet Management

Agency-Specific Performance Metrics for Fleet Petroleum Reduction:



Note: E.O. 13514 and EISA require that by FY2011 agencies reduce fleet petroleum use by 12%, compared to an FY2005 baseline. A 20% reduction is required by FY2015 and a 30% reduction is required by FY2020. The red bar represents the agency's FY2005 baseline. The green bars represent the FY2015 and FY2020 target reductions. The blue bars show actual status in relationship to the target. The percentage on each bar shows the reduction or increase from the FY2005 baseline.

Goal 3 Strategies:

Fleet Management

Description	Strategy Type	Time-frame	Scale	Success Metrics: FY12	Success Metrics: FY13	First Related Goal	Comments
Reduce fuel consumption by replacing vehicles with smaller models, low-emitting vehicles, hybrids, and flex-fuel E85 vehicles.	Other	FY13-Out-year	Domestic	62% of total fleet alternative fuel or low emitting vehicles	83% of total fleet alternative fuel or low emitting vehicles	1: Greenhouse Gas Reduction	Acquisition of vehicles dependent upon budget and availability of vehicles for lease from GSA.
Increase use of E85 fuel by (1) educating employees about alternative fuel targets and (2) providing information and tools to help them locate stations where E85 is available.	Training/Education/Awareness	Ongoing	Domestic	Increase in gallons of E85 purchased.	Increase in gallons of E85 purchased.	1: Greenhouse Gas Reduction	
Reduce mileage by increasing use of teleconferencing, web training, and recruiting methods that do not require travel.	Other	Ongoing	Domestic	Reduction in mileage.	Reduction in mileage.	1: Greenhouse Gas Reduction	

Appendix A – Fleet Management Plan

Peace Corps Fleet Plan

FY 2011 – FY 2015

The FY 2011 – FY 2015 Fleet Plan outlines how the Agency will achieve an optimal domestic fleet inventory, meet requirements for converting to alternative fuel vehicles (AFVs), and reach compliance with the *Presidential Memorandum – Federal Fleet Performance*, dated May 24, 2011.

The fleet plan was developed based on the results of a Vehicle Allocation Methodology (VAM) created by GSA. Peace Corps' domestic fleet is divided between two offices, the Office of Volunteer Recruitment and Selection (VRS) and the Office of Management, Division of Administrative Services. Since these offices have different operational needs, a VAM was conducted separately for each.

Although we do not list our overseas vehicles in this fleet plan, the Agency uses an internal Vehicle Allocation Methodology to determine vehicle ceilings and types at overseas post. We continue to optimize our overseas fleet size and use alternative fuels wherever feasible. In our Fleet Plan beginning in FY 2013, we intend to incorporate our overseas vehicle plan information into the fleet plan as part of this overall plan.

Consolidated Fleet Plan Summary

The Agency will achieve a fleet consisting of 100% AFVs by the end of FY 2015. The fleet as of February 2012 consists of 21 leased vehicles. Between FY 2012 and FY 2015, changes in domestic operations are anticipated that will result in a temporary increase to 23 vehicles then a reduction to 19 vehicles.

Conversion of the fleet to AFVs will be achieved by acquiring gas hybrid or E85 models when leased vehicles are replaced or added to the fleet. Vehicles will also be downsized when smaller models meet operational needs. Full implementation of the fleet plan will depend on whether AFVs of the desired size are available for lease from GSA or commercial sources.

Consolidated Plan to Attain Optimal Fleet:

Fiscal Year	Acquisitions	Disposals	Resulting Fleet — End of Year		
			Size of fleet	No. of AFVs	% AFV
2011	4	4	21	11	52%
2012	5	5	21	13	62%
2013	9	7	23	19	83%
2014	9	11	21	21	100%
2015	1	3	19	19	100%

Fleet Plan: Office of Volunteer Recruitment and Selection

Vehicle Uses: Travel by recruiting staff over large geographic regions for events and activities to recruit applicants for Peace Corps volunteer programs.

Sourcing: All leased from GSA.

Locations: Seventeen (17) vehicles are currently housed at seven (7) Peace Corps offices located in California, Washington State, Illinois, Texas, Georgia, Massachusetts, and Washington, DC. Office moves are not expected through FY 2015 due to timelines of leases. Two (2) vehicles are currently housed at locations of individual "field based" recruiters in Colorado, where there is no Peace Corps office. Number and locations of vehicles for field based recruiters may change depending on operational needs, staffing, and regional assignments.

Access to E85: Proximity to sources of E85 is dependent upon availability at public gas stations. Five offices/ten vehicles do not have access to E85 within five miles or 15 minutes of their locations. E85 is available within five miles of the remaining two (2) offices and the field based recruiter locations.

Plan to Attain Optimal Fleet:

The 19 vehicles in the VRS fleet as of February 2012 are all necessary to carry out activities critical to achieving the Agency mission. Between FY 2012 and FY 2015, anticipated changes in recruiting operations will result in a need for additional vehicles for use by field based recruiters, and the size of the VRS fleet will increase to 21 vehicles. By FY 2015, VRS expects that all field based recruiters will use personally owned vehicles (POVs), and the fleet will be reduced to 17 vehicles.

Conversion of the VRS fleet to 100% AFVs will be achieved by acquiring gas hybrid or E85 models when vehicles are replaced or added to the fleet, dependent upon availability of AFV vehicles for lease from GSA. Preference will be given to gas hybrids when available and determined to be cost effective. Timing of replacements is determined by GSA based on usage criteria. Sedans are typically replaced approximately once every three years; vans every three to five years.

Fiscal Year	Acquisitions	Disposals	Resulting Fleet — End of Year		
			Size of fleet	No. of AFVs	% AFV
2011	2	2	19	10	53%
2012	5	5	19	12	63%
2013	9	7	21	18	86%
2014	7	9	19	19	100%
2015	1	3	17	17	100%

Fleet Plan: Office of Management, Division of Administrative Services

Vehicle uses: One executive vehicle, a full size E85 sedan, is used to transport the Agency Director and other executive staff. One gas dedicated light duty van is used to transport mail, carry cargo to and from a warehouse, and transport groups of staff when needed.

Sourcing: Commercially leased.

Locations: Vehicles must be located at the headquarters building.

Access to E85: Available within five (5) miles.

Plan to Attain Optimal Fleet:

The two (2) leased vehicles in the Administrative Services fleet as of February 2012 are mission critical, and there is no planned change in the size of the fleet. Conversion of the fleet to 100% AFVs will be accomplished by acquiring either gas hybrid or E85 vehicles at the time of replacement, dependent upon whether cost competitive AFVs that meet operational needs are available for lease from GSA (preferred) or a commercial source. Option to replace vehicles is considered annually, based on terms of leases and cost/benefit analysis. Replacement is expected to occur every three to four years.

Fiscal Year	Acquisitions	Disposals	Resulting Fleet — End of Year		
			Size of fleet	No. of AFVs	% AFV
2011	2	2	2	1	50%
2012	0	0	2	1	50%
2013	0	0	2	1	50%
2014	2	2	2	2	100%
2015	0	0	2	2	100%

Appendix B – Climate Change Adaptation

It is becoming ever more urgent to understand and prepare for climate change and the imminent shifts in temperature, precipitation patterns, and storm tracks associated with it. These parameter shifts can have negative effects on human health, water and energy supplies, food production, coastal communities, ecosystems, and many other aspects of society and the environment. The Agency developed this Climate Change Adaptation Plan to better understand potential climate change impacts when undertaking long-term planning, setting priorities for programs, and making decisions affecting Agency resources, policies, and operations. Currently, Peace Corps' priorities are to:

- Provide continuous support to our volunteers and staff in the field and ensure their health, safety, and security
- Maintain continuous domestic support for global operations
- Assist host countries in advancing economic and social development goals through program and projects that address local needs

While the scope, severity, and pace of future climate change impacts are difficult to predict, it is clear that potential changes could have important impacts on our Agency's ability to fulfill its duties. In developing this plan, the agency worked under the following assumptions:

- Developing countries, which are often dependent on climate-sensitive economic activities such as agriculture, and have limited resources for adaptation, are expected to be disproportionately affected by climate change impacts.
- The impacts of climate change in low-lying or coastal areas are likely to be significant and in many cases devastating. Poor infrastructure in transportation and communications increases the threats of extreme weather events and climate-related disasters.
- Many countries' natural resources are particularly vulnerable because of the high pressure of exploitation they are exposed to, the fragility of ecosystems and low levels of scientific knowledge and technological innovation. Adaptation measures can reduce the country's vulnerability and significantly lower the costs of responding to climate change.
- Across the globe, the significant impacts on water availability, accessibility, and quality will have important impacts on health, economic activities, and social welfare.

This plan is comprised of six sections providing an assessment of climate change risk and Agency impacts, a plan to develop climate change adaptation projects into volunteer programming via training and strategic partnerships, and a review of our current major climate change partnership project with the Department of State.

As a global organization working in 77 developing countries, it is certain that Peace Corps will need to adapt its programs and projects to help host countries meet their changing needs in the face of new climate realities. As climate change information grows and we increase our understanding of climate risks, Peace Corps can further define and expand projects that focus on increasing adaptive capacity of partner organizations and communities.

Appendix C - Biobased Purchasing Strategy - Addendum to the 2012 Strategic Sustainability Performance Plan: Responding to the President's Memorandum on Promotion of Biobased Markets

On February 21, 2012, President Obama signed a Memorandum, Driving Innovation and Creating Jobs in Rural America through Biobased and Sustainable Product Procurement. The memorandum requires all federal agencies to undertake a number of activities to increase their purchase of biobased products. Peace Corps administrative operations support employees across 76 countries but only reflect a small portion of Biobased product categories. In FY12, Peace Corps has started implementing the Presidential Memorandum requirements.

Accomplishments to date include:

- Identified Biobased product categories impacting Peace Corps administrative operations to include: general purpose/ multipurpose cleaners, packing and insulating materials, printer toner, electronic component cleaner and disposable containers
- Meet with Chief Financial Officer and Chief of Acquisitions and Contracts Management to discuss ways to increase the purchase of biobased & environmentally preferable products.
- Provide biobased products to janitorial staff at Peace Corps 1111 20th Street, NW Washington, DC 20526.

Baseline for Biobased procurement:

Prior to the issuance of the President's February 2012 Memo on Biobased Procurement, Peace Corps Administrative Services started purchasing Biobased janitorial bags. In FY13, we will begin to track a baseline from line item descriptions in our financial systems and contracted bulk purchase agreements.

FY 2013 Target/Compliance Goal:

- As a leader in sustainability performance and compliance, Peace Corps plans to meet a level of 50 percent for all relevant acquisitions during FY 2013.
- Peace Corps plans to achieve compliance of the 95 percent sustainable acquisition goal in E.O. 13514 for biobased products no later than FY2018.

Strategies for Improving Compliance:

Peace Corps' strategy for improving compliance of requirements and clauses for biobased products in relevant and appropriate contracts and follow on activities to ensure compliance is achieved--includes the following elements:

- Peace Corps will use USDA contract templates from the BioPreferred website and promote their use.
- Peace Corps will ask GSA to include requirements and performance standards for biobased products in 100% of newly awarded janitorial contracts.

Specification Reviews: The President's Memorandum requires that wherever possible and appropriate, agency specifications require the use of sustainable products, including USDA-designated biobased products, and that any language prohibiting the use of biobased products is removed. The review shall be on a 4-year cycle and a significant number of reviews should be completed by the end of calendar year 2012. Results of these reviews must be reported annually to OMB and the Office of Science and Technology Policy (OSTP).

- Peace Corps will conduct a review of the specifications under its control and revise them to ensure that biobased products are included as appropriate.