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Description

The Department of Sustainability leads the implementation of the City's Climate Action Plan which aims to achieve the greenhouse gas reduction targets set forth by the state of California. The Department facilitates innovative efforts across multiple City departments to enhance economic, social and environmental sustainability. These efforts promote renewable electricity; water and energy efficiency; zero waste; bicycling, walking, transit, smart growth and land use; and resiliency measures.

The mission is:

Leading San Diego in addressing climate change through equitable and innovative solutions to improve quality of life today and for future generations.

The vision is:

A sustainable and resilient city with opportunity in every community.

Goals and Objectives

Goal 1: Engage city departments, residents, and businesses on solutions to meet Climate Action Plan (CAP) goals

- Develop effective monitoring methodologies for CAP targets
- Support and drive new policies to reach CAP goals across the city
- Update CAP to reflect new technologies, data, market transformations, and business advancements and continue to set ambitious goals
- Showcase the city as a leader across the region, state, and country

Goal 2: Develop and manage projects that strive to bring all municipal buildings and assets to zero net emissions.

- Drive energy efficiency and energy conservation through equipment upgrades, operational changes, and active monitoring
- Educate, engage, and motivate city staff on opportunities for behavioral awareness and efficiency
- · Execute implementation of multi-year, multi-project municipal energy strategy
- Provide reporting, analytics, and support to city departments to identify opportunities for increased energy savings and cost reductions

Goal 3: Collaborate with local, state, and federal partners to implement climate change mitigation programs.

- Establish a Community Choice Aggregation Joint Powers Authority (JPA) with one or more regional municipalities to meet 100% renewable electricity supply by 2035
- Coordinate with the appropriate local, state, and federal offices on transit & mobility programs, data, and projects to reduce transportation-related emissions
- Implement commercial and residential energy benchmarking programs.
- Participate in working groups to leverage resources, funding, and best practices in sustainability- and resiliencyrelated projects
- Track policy and regulatory changes in the state and region to identify opportunities and risks to the city's sustainability goals

Goal 4: Continually assess and adopt technology solutions that improve sustainability and resiliency capabilities of the city.

- Coordinate and partner with city departments to use software and hardware capabilities to identify and improve building performance, resiliency, and emissions profile.
- Leverage partnerships to develop applications on the city open data network to improve sustainability outcomes
- Enable residents and businesses to make better sustainability decisions through data capture, analysis, and sharing

Goal 5: Implement sustainability programs and activities through a lens of social equity to address structural challenges in communities of concern.

- Demonstrate positive impacts, both quantitative and qualitative, from sustainability projects in communities of concern.
- Proactively engage members of the public in the implementation and updates to the CAP
- Increase implementation of CAP goals within Communities of Concern so that they participate in climate change programs at an equal or greater rate than other areas of the City.
- Raise awareness and competency in equity among City staff to empower more inclusive decision-making on sustainability and resiliency.

Key Performance Indicators

Performance Indicator	FY2018 Target	FY2018 Actual	FY2019 Target	FY2019 Actuals	FY2020 Target
Annual CAP Report published showing progress towards GHG emissions reductions. ¹	N/A	N/A	N/A	N/A	15%
Number of public/stakeholder outreach events on climate action/sustainability department programs/projects ²	N/A	N/A	N/A	N/A	15
Variance of citywide annual energy use projections from actuals ³	N/A	N/A	N/A	N/A	0.1
Percentage reporting compliance for benchmarking ordinance (commercial buildings only in first year) for Calendar Year 2019 ⁴	N/A	N/A	N/A	N/A	60%
Amount of grants applied/received ⁵	N/A	N/A	N/A	N/A	3
Develop Equity Index Score to establish FY2020 baseline for use in CAP update and reporting in FY2021 and beyond. ⁶	N/A	N/A	N/A	N/A	100%

^{1.} The Sustainability Department was created in Fiscal Year 2019 and key performance indicators were not yet created. As such, prior year data is not available.

- 2. Refer to Footnote #1
- 3. Refer to Footnote #1
- 4. Refer to Footnote #1
- 5. Refer to Footnote #1
- 6. Refer to Footnote #1



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Department Summary

	FY2018 Actual	FY2019 Budget	FY2020 Adopted	FY2019-2020 Change
FTE Positions (Budgeted)	0.00	25.35	26.25	0.90
Personnel Expenditures	\$ - \$	3,381,123	\$ 3,636,908	\$ 255,785
Non-Personnel Expenditures	-	1,560,043	2,086,363	526,320
Total Department Expenditures	\$ - \$	4,941,166	\$ 5,723,271	\$ 782,105
Total Department Revenue	\$ - \$	4,442,544	\$ 4,180,739	\$ (261,805)

General Fund

Department Expenditures

	FY2018 Actual	FY2019 Budget	FY2020 Adopted	FY2019-2020 Change
Sustainability	\$ - \$	- \$	1,054,467 \$	
Total	\$ - \$	- \$	1.054.467 \$	1.054.467

Department Personnel

	FY2018 Budget	FY2019 Budget	FY2020 Adopted	FY2019-2020 Change
Sustainability	0.00	0.00	4.00	4.00
Total	0.00	0.00	4.00	4.00

Significant Budget Adjustments

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	FTE	Expenditures	Revenue
Sustainability Restructure Transfer of 4.00 FTE positions from the Energy Conservation Program Fund to the General Fund.	4.00 \$	490,858 \$	-
Climate Resiliency Plan Addition of one-time non-personnel expenditures to support the Climate Resiliency Plan.	0.00	300,000	-
Support for Information Technology Adjustment to expenditure allocations according to a zero-based annual review of information technology funding requirements.	0.00	154,500	-
Climate Action Plan Support Addition of non-personnel expenditures for contractual services to support reporting, monitoring, and expansion of metrics for the Climate Action Plan.	0.00	100,000	-
Non-Discretionary Adjustment Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	9,109	-
Total	4.00 \$	1,054,467 \$	-

Expenditures by Category

	FY2018 Actual	FY2019 Budget	FY2020 Adopted	FY2019-2020 Change
PERSONNEL				
Personnel Cost	\$ - \$	- \$	366,946 \$	366,946
Fringe Benefits	-	-	123,912	123,912

Expenditures by Category

	FY2018 Actual	FY2019 Budget	FY2020 Adopted	FY2019-2020 Change
PERSONNEL SUBTOTAL	-	-	490,858	490,858
NON-PERSONNEL				
Contracts	\$ - \$	- \$	409,109 \$	409,109
Information Technology	-	-	154,500	154,500
NON-PERSONNEL SUBTOTAL	-	-	563,609	563,609
Total	\$ - \$	- \$	1,054,467 \$	1,054,467

Personnel Expenditures

Job Numbe	er Job Title / Wages	FY2018 Budget	FY2019 Budget	FY2020 Adopted	Salary Range	Total
FTE, Salari	ies, and Wages					
20000303	Community Development	0.00	0.00	1.00 \$	71,249 - 86,311 \$	71,249
	Specialist 4					
20001234	Program Coordinator	0.00	0.00	1.00	24,537 - 147,160	85,849
20001222	Program Manager	0.00	0.00	1.00	50,128 - 184,332	117,230
20000918	Senior Planner	0.00	0.00	1.00	74,966 - 97,427	92,618
FTE, Salari	ies, and Wages Subtotal	0.00	0.00	4.00	\$	366,946

	FY2018 Actual	FY2019 Budget	FY2020 Adopted	FY2019-2020 Change
Fringe Benefits			·	
Flexible Benefits	\$ - \$	- \$	51,239 \$	51,239
Medicare	-	-	5,321	5,321
Other Post-Employment Benefits	-	-	24,500	24,500
Retiree Medical Trust	-	-	918	918
Risk Management Administration	-	-	4,820	4,820
Supplemental Pension Savings Plan	-	-	33,759	33,759
Unemployment Insurance	-	-	565	565
Workers' Compensation	-	-	2,790	2,790
Fringe Benefits Subtotal	\$ - \$	- \$	123,912 \$	123,912
Total Personnel Expenditures		\$	490,858	

Energy Conservation Program Fund¹

Department Expenditures

	FY2018	FY2019	FY2020	FY2019-2020
	Actual	Budget	Adopted	Change
Sustainability	\$ - \$	4,941,166 \$	4,668,804 \$	(272,362)
Total	\$ - \$	4,941,166 \$	4,668,804 \$	(272,362)

Department Personnel

	FY2018	FY2019	FY2020	FY2019-2020
	Budget	Budget	Adopted	Change
Sustainability	0.00	25.35	22.25	(3.10)
Total	0.00	25.35	22.25	(3.10)

¹ In the Fiscal Year 2019 Adopted Budget, the Energy Conservation Program Fund was transferred from the Environmental Services Department to the newly created Sustainability Department. Prior year actuals and budget can be found in the Environmental Services Department.

Significant Budget Adjustments

Significant Budget Adjustments			
	FTE	Expenditures	Revenue
Non-Discretionary Adjustment Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00 \$	357,918 \$	-
Energy Consulting Support Addition of non-personnel expenditures and associated revenue for energy conservation consulting.	0.00	200,000	150,000
Addition of Program Coordinator Addition of 1.00 Program Coordinator and associated revenue to support grant related energy efficiency projects.	1.00	116,620	116,629
Support for Information Technology Adjustment to expenditure allocations according to a zero-based annual review of information technology funding requirements.	0.00	116,026	-
Senior Management Analyst Addition of 1.00 Senior Management Analyst to support energy billing.	1.00	90,645	-
Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	0.00	68,578	-
Relocation to 101 Ash Street Addition of one-time non-personnel expenditures related to relocation into the 101 Ash Street building.	0.00	33,710	-
Pay-in-Lieu of Annual Leave Adjustments Adjustment to expenditures associated with projected compensation to employees in-lieu of the use of annual leave.	0.00	13,826	-
Reduction of Non-Personnel Expenditures Reduction of non-personnel expenditures due to anticipated savings in maintenance contractual services.	0.00	(25,000)	-
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	(1.10)	(33,884)	-
Rent Reclassification Reclassification of rent expenditures from discretionary to non- discretionary.	0.00	(219,943)	-
Sustainability Restructure Transfer of 4.00 FTE positions from the Energy Conservation Program Fund to the General Fund.	(4.00)	(490,858)	-
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2019.	0.00	(500,000)	(17,608)
Revised Revenue Adjustment to reflect revised revenue projections.	0.00	-	(510,826)
Total	(3.10) \$	(272,362) \$	(261,805)

Expenditures by Category

	FY2018 Actual	FY2019 Budget	FY2020 Adopted	FY2019-2020 Change
PERSONNEL				
Personnel Cost	\$ - \$	2,109,113 \$	1,977,717 \$	(131,396)
Fringe Benefits	-	1,272,010	1,168,333	(103,677)
PERSONNEL SUBTOTAL	-	3,381,123	3,146,050	(235,073)
NON-PERSONNEL				
Supplies	\$ - \$	12,242 \$	12,437 \$	195
Contracts	-	1,094,363	1,140,061	45,698
Information Technology	-	137,484	253,510	116,026
Energy and Utilities	-	14,875	6,100	(8,775)
Other	-	5,300	5,300	-
Transfers Out	-	287,363	101,130	(186,233)
Capital Expenditures	-	8,416	4,216	(4,200)
NON-PERSONNEL SUBTOTAL	-	1,560,043	1,522,754	(37,289)
Total	\$ - \$	4,941,166 \$	4,668,804 \$	(272,362)

Revenues by Category

	FY2018 Actual	FY2019 Budget	FY2020 Adopted	FY2019-2020 Change
Charges for Services	\$ - \$	4,442,544 \$	4,064,110 \$	(378,434)
Rev from Other Agencies	-	-	116,629	116,629
Total	\$ - \$	4,442,544 \$	4,180,739 \$	(261,805)

Personnel Expenditures

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Job Numbe	er Job Title / Wages	FY2018	FY2019	FY2020	Salary Range	Total	
		Budget	Budget	Adopted			
FTE, Salari	es, and Wages						
20000024	Administrative Aide 2	0.00	1.00	1.00 \$	45,444 - 54,769 \$	42,790	
20000070	Assistant Engineer-Civil	0.00	1.00	1.00	61,752 - 74,407	69,802	
20000143	Associate Engineer-Civil	0.00	3.00	3.00	71,099 - 85,860	247,518	
20000119	Associate Management Analyst	0.00	2.00	2.00	57,691 - 69,723	127,414	
20000303	Community Development Specialist 4	0.00	1.00	0.00	71,249 - 86,311	-	
20001101	Department Director	0.00	1.00	1.00	63,127 - 239,144	151,135	
20001168	Deputy Director	0.00	1.00	1.00	50,128 - 184,332	139,507	
90001073	Management Intern - Hourly	0.00	2.35	1.25	25,913 - 31,155	32,390	
20001234	Program Coordinator	0.00	2.00	2.00	24,537 - 147,160	203,229	
20001222	Program Manager	0.00	3.00	2.00	50,128 - 184,332	223,932	
20000763	Project Officer 2	0.00	1.00	1.00	81,949 - 99,074	95,606	
20000885	Senior Civil Engineer	0.00	2.00	2.00	81,949 - 99,074	196,662	
20000015	Senior Management Analyst	0.00	2.00	3.00	63,342 - 76,578	203,262	
20000918	Senior Planner	0.00	1.00	0.00	74,966 - 97,427	-	
20000970	Supervising Management Analyst	0.00	1.00	1.00	71,249 - 86,311	86,311	
20000756	Word Processing Operator Infrastructure In-Training Pay	0.00	1.00	1.00	33,605 - 40,459	39,650 4,897	
	Infrastructure Registration Pay					44,306	
	Reg Pay For Engineers					55,480	
	Vacation Pay In Lieu					13,826	
FTE, Salari	es, and Wages Subtotal	0.00	25.35	22.25	\$	1,977,717	

	FY2018 Actual	FY2019 Budget	FY2020 Adopted	FY2019-2020 Change
Fringe Benefits				
Employee Offset Savings	\$ - \$	11,157 \$	11,085 \$	(72)
Flexible Benefits	-	292,488	256,116	(36,372)
Medicare	-	30,078	28,475	(1,603)
Other Post-Employment Benefits	-	140,852	128,625	(12,227)
Retiree Medical Trust	-	3,130	2,843	(287)
Retirement ADC	-	577,863	546,605	(31,258)
Retirement DROP	-	-	2,127	2,127
Risk Management Administration	-	24,219	25,305	1,086
Supplemental Pension Savings Plan	-	162,700	150,574	(12,126)
Unemployment Insurance	-	3,432	2,863	(569)
Workers' Compensation	-	26,091	13,715	(12,376)
Fringe Benefits Subtotal	\$ - \$	1,272,010 \$	1,168,333 \$	(103,677)
Total Personnel Expenditures		\$	3.146.050	

Revenue and Expense Statement (Non-General Fund)

Energy Conservation Program Fund	FY2018 Actual	FY2019* Budget	FY2020 Adopted
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ 960,809	\$ 522,633	\$ 1,193,537
Continuing Appropriation - CIP	1,890,963	1,278,646	-
TOTAL BALANCE AND RESERVES	\$ 2,851,772	\$ 1,801,279	\$ 1,193,537
REVENUE			
Charges for Services	\$ 3,248,067	\$ 4,442,544	\$ 4,064,110
Other Revenue	2,290	-	-
Revenue from Other Agencies	3,840	-	116,629
Revenue from Use of Money and Property	46,848	-	-
Transfers In	3,248	 -	 -
TOTAL REVENUE	\$ 3,304,291	\$ 4,442,544	\$ 4,180,739
TOTAL BALANCE, RESERVES, AND REVENUE	\$ 6,156,063	\$ 6,243,823	\$ 5,374,276
OPERATING EXPENSE			
Personnel Expenses	\$ 1,198,344	\$ 2,109,113	\$ 1,977,717
Fringe Benefits	951,967	1,272,010	1,168,333
Supplies	9,004	12,242	12,437
Contracts	971,696	1,094,363	1,140,061
Information Technology	436,254	137,484	253,510
Energy and Utilities	17,185	14,875	6,100
Other Expenses	6,491	5,300	5,300
Transfers Out	-	287,363	101,130
Capital Expenditures	868	 8,416	 4,216
TOTAL OPERATING EXPENSE	\$ 3,591,808	\$ 4,941,166	\$ 4,668,804
EXPENDITURE OF PRIOR YEAR FUNDS			
CIP Expenditures	\$ 1,029,963	\$ -	\$ -
TOTAL EXPENDITURE OF PRIOR YEAR FUNDS	\$ 1,029,963	\$ -	\$ -
TOTAL EXPENSE	\$ 4,621,772	\$ 4,941,166	\$ 4,668,804
RESERVES			
Continuing Appropriation - CIP	\$ -	\$ 1,278,646	\$ -
TOTAL RESERVES	\$	\$ 1,278,646	\$ -
BALANCE	\$ 1,534,292	\$ 24,011	\$ 705,472
TOTAL BALANCE, RESERVES, AND EXPENSE	\$ 6,156,063	\$ 6,243,823	\$ 5,374,276

^{*}At the time of publication, financial statements for Fiscal Year 2019 were not available. Therefore, the Fiscal Year 2019 Revenues, Expenditures, and Fund Balances reflect those amounts as published in the Fiscal Year 2019 Adopted Budget. Fiscal Year 2020 Beginning Fund Balance reflects the projected Fiscal Year 2019 Ending Fund Balance based on updated Revenue and Expenditure Projections for Fiscal Year 2019.