

Attachment 1: Description of Emission Reduction Measure Form

Please fill out one form for each emission reduction measure. See instructions in Attachment 2.

Title: Employee Environmental Performance Standards

Type of Measure (check all that apply):

- | | |
|---|--|
| <input type="checkbox"/> Direct Regulation | <input type="checkbox"/> Market-Based Compliance |
| <input type="checkbox"/> Monetary Incentive | <input checked="" type="checkbox"/> Non-Monetary Incentive |
| <input type="checkbox"/> Voluntary | <input type="checkbox"/> Alternative Compliance Mechanism |
| <input type="checkbox"/> Other Describe: | |

Responsible Agency: Not sure

Sector:

- | | |
|---|---|
| <input type="checkbox"/> Transportation | <input type="checkbox"/> Electricity Generation |
| <input type="checkbox"/> Other Industrial | <input type="checkbox"/> Refineries |
| <input type="checkbox"/> Agriculture | <input type="checkbox"/> Cement |
| <input type="checkbox"/> Sequestration | <input checked="" type="checkbox"/> Other Describe: government |

2020 Baseline Emissions Assumed (MMT CO₂E):

Percent Reduction in 2020:

Cost-Effectiveness (\$/metric ton CO₂E) in 2020:

Description: Currently the University of California includes a safety standard on its employee evaluation form. A similar standard could be created for environmental stewardship and applied to all state, university and public college system.

The standard might go something like this

CE (Consistently exceeds expectations) Demonstrates knowledge of how to care for the environment in relation to his job and beyond. Leads by example. Encourages others to care for the environment. Does not to waste resources. Looks for ways to improve the environment.

S (Satisfactory) Abides by organizational policies designed to take care of the environment. Makes modest efforts to conserve.

N (Not satisfactory) Lacks knowledge of how to care for the environment. Wastes materials and other resources. Does not consider the environment in the course of his work. Makes minimal, if any, personal effort to improve the environment.

The rationale for such a standard would be to make employees aware that they are part of the solution and to get them consider the environment in the course of their work and everyday life. It would make them aware that they cannot just wait for a technological fix and prompt them to learn something about the problems we face. It might also stimulate the highly intelligent and creative minds within the university and the state and result in new ideas. It could give them motivation to agree with ideas that might otherwise be rejected, because it would be part of their performance evaluation, and so would be loosely linked to pay raises and promotions.

The state government could implement such a change relatively easily by changing their evaluation forms as could the university and community college system. If the standard could be implemented in the private sector that would be even better.

Emission Reduction Calculations and Assumptions:

Cost-Effectiveness Calculation and Assumptions:

Implementation Barriers and Ways to Overcome Them:

Potential Impact on Criteria and Toxic Pollutants:

Name: Diane Swann

Organization:

Phone/e-mail: john.diane.swann@comcast.net