

Appendix A: 2015 Employee Sustainability Survey results

In March of 2015, all employees were encouraged to take an online survey to better understand how staff members take sustainability into account during their daily work, and to allow them to provide feedback for the sustainability plan. All answers were confidential and the survey was optional. There were 290 respondents, though not every participant finished the survey. This represents approximately 64 percent of MPT employees during the summer season.

Part One: General sustainability questions

1. How familiar are you with the term “sustainability?”
 - Very familiar (I can explain it to others): 73.8%
 - Somewhat familiar (I’ve heard it but I can’t explain it to others): 24.8%
 - Not familiar: 1.4%
2. How familiar are you with the Metro Parks Tacoma Stewardship and Sustainability Policy?
 - Very familiar (I could explain what it says to others): 9%
 - Somewhat familiar (I have read it but I don’t remember what it says): 51.6%
 - Not familiar – I haven’t read it: 39.4%
3. Do you consider sustainability in your daily practices and decision making at work?
 - Yes: 87.6%
 - No: 12.4%
4. Metro Parks has provided employees with a clear direction on its environmental commitment.
 - True: 70%
 - False: 30%
5. Metro Parks has clearly communicated what is expected of employees in carrying out our own responsibilities related to environmental sustainability.
 - True: 50.2%
 - False: 49.8%
6. I think we could do a lot more to become more “green” at Metro Parks.
 - True: 81.5%
 - False: 18.5%

Part Two: Specific sustainability practice questions

* Unique answers based on a single response are not included in this list.

Do you have any ideas of how you could better conserve energy (electricity or natural gas) at work?

Answers with more than five responses:

- Turn off lights when room is unoccupied / add sensors or timers to turn off lights
- Turn off computer at end of day
- Reduce use of personal space heaters
- Install more LED lighting
- Turn off overhead lights (on sunny days / use personal lamps)
- Unplug or turn off appliances/devices, or put on timers

Other answers with multiple responses:

- Change programmed thermostat settings
- Install more efficient HVAC systems
- Install solar panels
- Turn off lights at night
- Add insulation/weatherization
- Daylight harvesting / dimmer switches
- Better air circulation
- Tankless water heaters
- Keep doors closed in conditioned areas

Do you have any ideas of how you could better conserve gasoline and other fuels used while conducting MPT business (both trips in personal vehicles and fleet)?

**Answers in italics answered about commuting, not traveling for work.*

Answers with more than five responses:

- Consolidate business trips, choose efficient routes, limit unnecessary trips
- More efficient fleet (electric, hybrid, propane)
- Use or require using Prius/Leaf for work instead of personal vehicle / choose the appropriate fleet vehicle for the trip
- *Carpooling to work*
- Have meetings over the phone or Skype
- Carpooling to meetings / sharing fleet vehicles
- *Could bike to work*
- Using a bike or walking in between meetings or inspections / fleet bicycles

Other answers with multiple responses:

- Take public transit
- *Telecommuting / work from home*
- Have days where there are no meetings or alternate meeting days / have fewer meetings at HQ / schedule meetings at the end of the day
- *Walk to work*
- Anti-idling (vehicles and equipment)
- Hire courier to deliver to headquarters / better inter-office mail system

Do you have any ideas of how you could better conserve water at work?

Answers with more than three responses:

- Watching for, controlling, fixing leaks; meters
- Need to use the Calsense weather stations & precipitation control, enhance controllers and sensors, Improve irrigation system / rain sensors, Calsense in every park
- Use bleach or an ultraviolet cleaning wand instead of the pressure washer, spot cleaning more, better mechanisms for cleaning animal areas
- Install low flow / dual-flush / auto-flush toilets
- Less water of turf/grass - ok with not green
- Capture rainwater/stormwater (barrels and cisterns); pervious paving

Other answers with multiple responses:

- Automatic water faucets
- Limit number of times pools are drained for cleaning.
- Install grey water systems for irrigation, water used to clean off equipment
- Minimizing turf and using native/drought resistant plants
- Don't leave on hose in between uses
- Water timers
- Reporting /fix poorly working auto-flush system
- Install water meters on buildings to better track use
- Bigger sinks and better hoses to easily rinse things, better water pressure
- Paying attention while filling pools to not overflow
- Patrons leave showers on - timers or sensors
- Buying a dishwasher instead of hand-washing dishes
- Not have the urinals flush so often / waterless

Do you have any ideas of how you could produce less waste at work?

Answers with more than six responses:

- Print less / make fewer copies. Transition printed items to electronic, more proactive use of interactive white board at headquarters, move everyone to direct deposit, digitally archive accounts-payable checks, online applications, use iPads for training
- Recycle
- More recycling bins, guided bins at rentals, better education on how to recycle, one-for-one, need to require use, printed guides near receptacles
- In-house composting
- Printer that automatically prints two-sided; have a means to exchange single sided printers for duplex
- Compost buckets in eating areas, compost pile

Other answers with multiple responses:

- Second chance paper
- Use more reusable containers / bottles
- Sustainable purchasing (ability to be recycled, packaging, made from recycled materials, buy in bulk, biodegradable), policy
- Water bottle filling stations
- Education for patrons
- Compost paper towels and food service items
- Provide durable, branded drinking bottles
- Take recycling to recycle center that can't be put in comingled; be better about recycling landscape and construction materials