Innovative Staffing
Turning Waste into Abundance!
Overview

CSU’s have a Zero Waste goal, but don’t always have the staff resources to make it happen.
Outline: What we did

- Identified & quantified potential savings opportunities
- Created a clear plan to deliver on promised savings in proposal
- Got buy-in from key stakeholders
- Hired new staff!
Identify Savings Opportunities

- Study current state for a year
- Track baseline metrics
- Identify opportunities
Create business case

Where sufficient opportunities exist for savings based on actual data, create a proposal

<table>
<thead>
<tr>
<th>Partner</th>
<th>2016 spend</th>
<th>Spend as a % of Total</th>
<th>Contribution %</th>
<th>Position cost/month</th>
<th>Expense/mo</th>
<th>Savings required to break even</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>$315,456</td>
<td>47%</td>
<td>42%</td>
<td>$3,500.00</td>
<td>$26,288.00</td>
<td>13%</td>
</tr>
<tr>
<td>Corporation</td>
<td>$43,890</td>
<td>6%</td>
<td>13%</td>
<td>$1,083.33</td>
<td>$3,657.50</td>
<td>30%</td>
</tr>
<tr>
<td>ASI</td>
<td>$23,351</td>
<td>3%</td>
<td>3%</td>
<td>$250.00</td>
<td>$1,945.92</td>
<td>13%</td>
</tr>
<tr>
<td>Housing</td>
<td>$295,020</td>
<td>44%</td>
<td>42%</td>
<td>$3,500.00</td>
<td>$24,585.00</td>
<td>14%</td>
</tr>
<tr>
<td>Total</td>
<td>$677,717</td>
<td>100%</td>
<td>100%</td>
<td>$8,333.33</td>
<td>$56,476.42</td>
<td>15%</td>
</tr>
</tbody>
</table>
Gain Buy-in

Proposal presented to auxiliary stakeholders (Zero Waste Collaborative)

- Allocation of position costs via standard utility recharge
- Fairness of allocation

Questions and Concerns Addressed

After stakeholder support achieved, present case to executive decision-maker & create high-level action plan
Hire a Zero Waste Specialist!

What do you gain?

- Skills & knowledge of a specialist
- Amplified funding (grants, etc.)
- Over 1.0 FTE’s
Who was doing the job before?

At Cal Poly, the Energy Analyst was performing Zero Waste functions.
The new ZWC position freed staff capacity, creating:

- Better focus on their respective specialties,
- Reduced stress,
- Increased job satisfaction,
- More project capacity for high-value energy and water-saving opportunities.
Results…

- $134,000 in annual waste hauling savings
- $224,000 Cal Recycle Grant
- Re-bid campus roll-off contract
- Consumer diversion from landfill up 3%
- Supervision of Americorp VIP & student intern for Zero Waste Ambassadors program
- Coverage for Sustainability Coordinator during maternity leave
- Zero Waste Forum and 30 other staff, faculty & student trainings held
Questions or ideas?

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