

| | # | Action | Action Type | Status | Project Initiation | | | Implementation Leadership | Implementation Partners | Estimated Budget | Funding Source / Opportunity | Related Element |
|--|-------|--|-------------|--------|--------------------|---------|--------|--|--|------------------------------------|---|-----------------------------------|
| | | | | | 0-3 YRS | 4-7 YRS | 7+ YRS | | | | | |
| | CE-1 | Engage an energy consultant to conduct energy audits at the Town’s buildings. | Plan | | | | | Public Space & Sustainability Division | | \$ (Reevaluate every 5 years) | Town budget | |
| | CE-2 | Assess renewable energy generation potential (i.e., generating capacity) for solar photovoltaics and wind energy projects on town-owned properties and identify priority sites for planning and implementation. | Plan | | | | | Public Space & Sustainability Division | | \$ | Town budget | |
| | CE-3 | Develop and adopt a policy that requires all new facility construction and major facility renovations undertaken by the Town to achieve net-zero status/LEED equivalent/Energy Star (i.e., all energy consumed annually by the building must be completely offset by energy renewably produced on-site) or better (i.e., the facility would generate more energy than it consumes in a year). This policy should encourage the use of building materials with low embodied carbon. | Policy | | | | | Public Space & Sustainability Division | Facilities Manager, Planning & Economic Development Division, Budget Division | Time | N/A | Land Use & Development |
| | CE-4 | Develop and adopt a policy that requires all municipal departments to incorporate zero emission vehicles and manual or electric-powered equipment when feasible. Incorporate reasonable timeframes based on vehicle class (i.e., light-duty, medium-duty, heavy-duty) and informed by market availability of alternatives. | Policy | | | | | Fleet Maintenance Division | Public Space & Sustainability Division | Time | N/A | |
| | CE-5 | Develop and adopt a no idling policy for vehicles that is enforceable. Communicate anti-idling policy with employees, contractors, and guests of town facilities. | Policy | | | | | Fleet Maintenance Division | Public Space & Sustainability Division | Time | N/A | Town Government & Public Services |
| | CE-6 | Prioritize electronic filing and discourage printing and copying when feasible. | Policy | | | | | Town Manager | | Time | N/A | Town Government & Public Services |
| | CE-7 | Develop and adopt a Green Purchasing Policy that outlines environmental criteria and purchasing requirements for ongoing consumables (e.g., paper, batteries, desk accessories, food and beverages) and durable goods (e.g., furniture, appliances). Maintain a list of qualifying purchases and available suppliers. | Policy | | | | | Finance Services Department | Public Space & Sustainability Division | Time | N/A | Town Government & Public Services |
| | CE-8 | Develop and adopt a policy the prohibits the acquisition and use of single-use plastics and Styrofoam for town use when feasible. | Policy | | | | | Finance Services Department | Public Space & Sustainability Division | Time | N/A | Town Government & Public Services |
| | CE-9 | Integrate life cycle costing into the Town’s capital and asset management planning to ensure that total cost of ownership is considered, not just upfront one-time/non-recurring costs to choose projects with the highest return on investment. | Policy | | | | | Budget Division | Public Space & Sustainability Division, Planning & Economic Development Division, Public Works Division, Financial Services Department | Time | N/A | Town Government & Public Services |
| | CE-10 | Set time-of-day scheduling for HVAC systems at town facilities, which should include setting proper occupied and unoccupied temperature setpoints. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | Time (unless new equipment needed) | N/A | |
| | CE-11 | Install bottle fillers on water fountains. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | \$ | Town budget | |
| | CE-12 | Perform energy retrofits and strive to enable buildings to be net-zero energy capable. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | \$-\$\$\$ - Ongoing | Energy efficiency and renewable incentives available through state and federal programs for implemented technologies. | Town Government & Public Services |
| | CE-13 | Electrify all fossil fuel-consuming end uses to the extent practicable, including space heating and hot water systems – in particular, through ground and air heat pump technologies. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | \$\$\$ - Ongoing | Town budget | |
| | CE-14 | Fully replace all lighting fixtures, including exit signs, with LED technology. Where applicable, couple LED fixtures with automatic or smart sensors. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | \$\$\$ | Duke Energy Carolinas - Non-Residential Energy Efficiency Rebate Program | |

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| Climate & Energy | CE-15 | Convert public streetlights in residential areas to the Town standard - Type 2, 50-Watt, 3000 Kelvin, LED fixtures. | Project | | | | | Public Works Division | | \$\$\$ | Duke Energy Carolinas - Non-Residential Energy Efficiency Rebate Program | Transportation & Connectivity |
| | CE-16 | Convert public streetlights on high traffic roadways to LED fixtures. | Project | | | | | Public Works Division | | \$\$\$ | Duke Energy Carolinas - Non-Residential Energy Efficiency Rebate Program | Transportation & Connectivity |
| | CE-17 | Investigate opportunities and incorporate to the greatest extent possible sustainability and climate initiatives in facility development including geothermal, solar, weatherization, and green infrastructure. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | Ongoing - Cost incorporated into new development. | | Town Government & Public Services, Land Use & Development |
| | CE-18 | Conduct weatherization improvements and upgrades to conserve energy and reduce energy costs in Town facilities. Weatherization strategies may include insulation, leak repair, window replacements, and other measures. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | \$\$-\$\$\$ - Ongoing | Duke Energy Carolinas - Non-Residential Energy Efficiency Rebate Program | |
| | CE-19 | Assess the potential for energy savings and proceed with any efficiency opportunities at the Town's water pumping infrastructure – including replacements with more efficient models. | Project | | | | | Utilities Department | | Time | N/A | |
| | CE-20 | Evaluate the potential for the Wastewater Treatment Plant to run at lower solid levels, which would reduce the amount of aeration the plant requires. | Project | | | | | Utilities Department | | Time | N/A | Land Use & Development |
| | CE-21 | For on-site renewable energy generation, explore the feasibility of energy storage systems (e.g., solar PV plus battery storage). | Project | | | | | Public Space & Sustainability Division | Facilities Manager, Public Works Division | Time | N/A | |
| | CE-22 | Implement a water conservation and efficiency program marketed towards residents and local businesses with the aim of reducing water treatment loads and associated energy use. | Policy | | | | | Utilities Department | Public Space & Sustainability Division | Time | N/A | Land Use & Development, Environment & Natural Systems |
| | CE-23 | Track and monitor the Town's electricity, natural gas, and other fuel use. Identify what options might be available for more detailed or real-time energy monitoring to further understand operational needs and trends. Use benchmarking platforms, such as the US Environmental Protection Agency's Energy Star Portfolio Manager, to continuously monitor building performance. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | Time (unless new equipment needed) | N/A | |
| | CE-24 | Track energy use at town facilities and monitor energy conservation measures. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | Time | N/A | |
| | CE-25 | Develop an energy efficiency operations and maintenance program for the town facilities and provide necessary trainings to staff and hired contractors. Incorporate best practices, such as turning off lights and electronics when not in use. | Project | | | | | Public Space & Sustainability Division | Facilities Manager | Time | N/A | |
| | CE-26 | Provide recycling at all town facilities. | Project | | | | | Public Works Division | Facilities Manager | \$\$ | Town budget | |
| | CE-27 | Hire a grant administrator to research and identify, apply for, and administer grants that help to accomplish climate and energy goals. | Project | | | | | Public Space & Sustainability Division | Town Manager | \$\$ - annual | Town budget | Town Government & Public Services |
| | CE-28 | Evaluate the Town's vehicle fleet to determine right-sizing and transition to EV potential. Transition the Town's vehicle fleet to zero emission alternatives on a schedule consistent with vehicle lifecycles and market availability. Advance the schedule of this transition as feasible. | Project | | | | | Fleet Maintenance Division | Public Space & Sustainability Division | \$ | Town budget | |
| | CE-29 | Ensure electric vehicle charging infrastructure is appropriately provided to support the Town's electric vehicle transition. | Project | | | | | Public Space & Sustainability Division | Public Space & Sustainability Division, Planning & Economic Development Division, Public Works Division | \$\$\$ - Ongoing | Federal Alternative Fuel Vehicle Refueling Property Tax Credit | Transportation & Connectivity |
| | CE-30 | Transition the Town's equipment (e.g., maintenance) to manual or electric-powered alternatives. | Project | | | | | Fleet Maintenance Division | Public Works Division | \$\$\$ | Town budget | |
| | CE-31 | Launch an educational campaign to inform staff on the ways they can assist the Town in reducing its energy use, among other ways to improve the Town's sustainability performance. | Project | | | | | Public Space & Sustainability Division | Communications Division, Human Resources Division | Time | N/A | |
| | CE-32 | Develop a recognition and incentive program to reward staff for making positive contributions to the Town's sustainability performance. | Project | | | | | Public Space & Sustainability Division | Communications Division, Human Resources Division | Time | N/A | |

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| | | | | | 0-3 YRS | 4-7 YRS | 7+ YRS | | | | | |
| | CE-33 | Establish a Green Team to champion sustainability and climate initiatives. | Project | | | | | Public Space & Sustainability Division | | Time | N/A | Town Government & Public Services |
| | CE-34 | Regularly report/communicate sustainability performance data to town staff and external stakeholders, such as residents. | Project | | | | | Public Space & Sustainability Division | Communications Division | Time | N/A | |
| | CE-35 | Develop a sustainability performance dashboard. | Project | | | | | Public Works Division | Facilities Manager | Time | N/A | |
| | CE-36 | Complete a formal GHG emissions inventory for local government operations to capture the full range of emissions sources owned or influenced by the Town's operations and activities. | Project | | | | | Public Space & Sustainability Division | Facilities Manager, Public Works Division, Utilities Department | \$ | Town budget | |
| | CE-37 | Evaluate options for resilient power, such as backup generation sources, fuel, micro-grids, telecommunications, and emergency service providers. | Project | | | | | Public Space & Sustainability Division | Facilities Manager, Public Works Division, Utilities Department, Police Department, Fire Department | Time | N/A | |
| | CE-38 | Prepare a community-wide GHG emissions inventory to understand how to reduce emissions associated with the broad set of activities occurring within town's jurisdictional boundary (e.g., energy consumption in residential buildings, on-road transportation, waste generation). | Project | | | | | Public Space & Sustainability Division | | \$ | Town budget | |
| | CE-39 | Prepare a Community Sustainability Action Plan that celebrates progress to date, and evaluates and identifies strategies for the residents, businesses, property owners and visitors of Hillsborough to implement that address social equity, climate resiliency, and energy conservation. | Project | | | | | Public Space & Sustainability Division | | \$\$ | Town budget | All |
| | CE-40 | Install smart meters in town buildings to enable more efficient energy management. | Project | | | | | Facilities Manager | | \$\$-\$ | Duke Energy Carolinas Non-Residential Energy Efficiency Rebate Program | |
| | CE-41 | Identify and leverage applicable rebates, grants, and low-cost financing programs offered by federal and state governments (e.g., Qualified Energy Conservation Bonds, Clean Renewable Energy Bonds) and utilities (e.g., Duke Energy Carolinas' Non-Residential Smart Saver Incentive Program and NC Solar Rebate Program). | Partnerships | | | | | Public Space & Sustainability Division | Utilities Department, Financial Services Department | Time | N/A | |
| | CE-42 | Engage in energy savings performance contracting, where typically the financing for large energy efficiency projects, such as deep energy retrofits, is arranged and implemented by an ESCO and the project is paid for by guaranteed energy savings. ESCOs can also be engaged in the development of on-site renewable energy projects. | Partnerships | | | | | Public Space & Sustainability Division | Financial Services Department | Time | N/A | |
| | CE-43 | Advocate for state-level legislation, policies, and incentives that decarbonize the state's electricity supply and expand access to energy efficiency programs and technologies. | Partnerships | Underway | | | | Public Space & Sustainability Division | | Time | N/A | |
| | CE-44 | Coordinate with state, regional, and nonprofit partners to advance climate and energy goals. | Partnerships | Underway | | | | Public Space & Sustainability Division | | Time | N/A | |
| | CE-45 | Explore power purchase agreements (PPAs) – physical and/or virtual – to close the gap after maximizing on-site renewable energy generation. The Town may also want to consider purchasing RECs separately – unbundled from the electrons in a PPA. | Partnerships | | | | | Public Space & Sustainability Division | Financial Services Department | Time | N/A | |
| | CE-46 | Advocate for Duke Energy to prioritize clean energy solutions over coal-burning practices. | Partnerships | Underway | | | | Public Space & Sustainability Division | | Time | N/A | |
| | CE-47 | Work with regional partners to expand the number of EV charging stations in the Town to support EV readiness and encourage widespread adoption, especially in key places like Gold Park and Town Hall. Prioritize the installation of Level 3 fast chargers along the interstate DC fast charge corridor, where possible. | Partnerships | Underway | | | | Public Space & Sustainability Division | Planning & Economic Development Division | Time | N/A | Transportation & Connectivity |
| | CE-48 | Continue to coordinate at a regional level on the EVSE Location Suitability Analysis. | Partnerships | Underway | | | | Public Space & Sustainability Division | Planning & Economic Development Division | Time | N/A | Transportation & Connectivity |
| | CE-49 | Coordinate with NCDOT on the EV Infrastructure Plan and potential funding opportunities under the NEVI Program. | Partnerships | | | | | Public Space & Sustainability Division | Planning & Economic Development Division | Time | N/A | Transportation & Connectivity |
| | CE-50 | Establish incentives for new developments and redevelopments to incorporate climate and energy initiatives, including but not limited to the potential for solar PV and EV readiness. (and include in UDO) | Regulations | | | | | Public Space & Sustainability Division | Planning & Economic Development Division | Time | N/A | Land Use & Development, Housing & Affordability, Transportation & Connectivity |

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| | | | | | 0-3 YRS | 4-7 YRS | 7+ YRS | | | | | |
| | CE-51 | Update the UDO to incorporate requirements for the plan review process to evaluate the potential for green infrastructure and energy efficient practices of a proposed development. | Regulations | | | | | Planning & Economic Development Division | Public Space & Sustainability Division | Time* | N/A | Land Use & Development, Housing & Affordability |
| | CE-52 | Develop educational and training materials and take advantage of outreach opportunities that advance climate and energy goals. | Engagement | | | | | Public Space & Sustainability Division | | Time | N/A | |
| | CE-53 | Practice equitable and authentic community engagement on topics related to climate and energy initiatives. | Engagement | | | | | Communications Division | Public Space & Sustainability Division | \$ - Ongoing | Town budget | |
| | CE-54 | Share best practices for climate and energy actions at community events and through public information platforms. | Engagement | | | | | Communications Division | Public Space & Sustainability Division | Time | N/A | |

* Action is associated with the larger effort to rewrite the UDO - cost is assumed under the full "UDO Rewrite" action in the Land Use & Development Chapter

- **Action Type** – Plan, Policy, Project, Partnership, Regulation, Engagement
- **Related Elements** – identifies the other Comprehensive Plan Elements where an action has influence or can be influenced.
- **Implementation Leadership** – the entities that hold primary responsibility for implementing a recommended action, seeing it through to completion.
- **Implementation Partners** – the entities that shall assist the Implementation Leadership in actualizing a recommended action, providing valuable input or services.
- **Estimated Budget** – an approximation of direct financial cost of a recommended action, generally defined as either “\$” (less than \$50,000), “\$\$” (between \$50,000 and \$100,000), and “\$\$\$” (greater than \$100,000).
- **Project Initiation** – the schedule of implementation, defined as either “0 to 3 years,” “4 to 7 years,” or “7+ years.” Where relevant, the timeframe is also identified as “Ongoing, as needed.” In some cases, the Town has already started or completed the implementation of a recommended action, and such progress is noted.

High Priority