



**COLORADO**  
Energy Office

## FY 2024-25 Department Performance Plan





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## Our Mission

Reduce greenhouse gas emissions and consumer energy costs by advancing clean energy, energy efficiency and zero emission vehicles to benefit all Coloradans.

## Our Vision

A prosperous, clean energy future for Colorado.

## Overview

Reducing greenhouse gas pollution and enabling a statewide transition to clean energy are essential to preserving and protecting Colorado's way of life. These actions support the health of our communities and natural environment, provide access to lower cost clean energy resources for rural and urban areas, increase investment and economic growth opportunities, and expand clean energy jobs. To implement the Greenhouse Gas Pollution Reduction Roadmap released in early 2021 and updated in 2024, the Colorado Energy Office (CEO) is working to transition Colorado to 100 percent clean electricity generation by 2040, rapidly expand zero emission vehicle adoption, and increase access to energy efficiency improvements and renewable energy for residential and commercial consumers. CEO will focus particularly on disproportionately impacted communities, including low-income Coloradans and communities of color. The transition to cleaner electricity will reduce emissions from transportation and building fuel use, and create an opportunity for long-term reductions in energy costs.

Transitioning to zero emission vehicles (ZEVs), including electric cars, buses and trucks, will reduce pollution from our top emitting sector — transportation. To meet the state's goal of 940,000 EVs on the road by 2030, CEO is working to remove market barriers to EV adoption, including increasing the number of publicly accessible charging stations. Convenient access to charging will help reduce Coloradans' concerns about driving distances from one station to another, and increase the likelihood of EV purchases. CEO is also working to improve access to e-bikes which can be used in lieu of a vehicle for most short trips, and are a low-cost, convenient way to reduce emissions.

CEO complements these efforts by working with utilities, intervening at the Public Utilities Commission to increase utility investment in EV charging, providing education highlighting the benefits of ZEVs to increase adoption rates, and offering technical assistance to fleets and the public. CEO will also continue using state stimulus funds to invest in the State of Colorado's own transition to EVs by supporting charging infrastructure through state agencies. Lastly, CEO has begun implementation of the 10-year plan approved in Spring 2022 for equity-focused electrification by the Community Access Enterprise, as authorized by SB21-260.



In the buildings sector, CEO develops programs to help residential, commercial, and industrial customers access energy efficiency, renewable energy, and beneficial electrification improvements. These programs include technical and engineering assistance for public jurisdictions, financing products for commercial building owners, low-income home weatherization, supporting adoption of advanced building energy codes, building performance standards, and strategic energy management programs for industrial entities. In FY 2024-25, CEO will provide funding through a new Solar for All program focused on supporting solar programs in low- and moderate-income communities.

Our commitment to Executive Order 2020-175 and the use of equity, diversity and inclusion is core to CEO's culture and mission. Key areas of focus have been to evaluate and improve the agency's hiring practices, train new and existing staff, and build EDI principles into procurement and program work. An EDI working group was established in fall 2020 and continues to meet quarterly and support CEO's internal and external EDI initiatives.

### **Process Improvement**

In all the work CEO does, it looks for opportunities for process improvements and cost reductions, as well as ways to better serve disproportionately impacted communities within Colorado. Some examples of key innovations include expanding the services under the Weatherization Assistance Program to include on-site renewable energy (which can help low-income residents reduce their energy costs to zero) and implementing a customer survey to identify priorities and measure satisfaction for participating households. In FY 2024-25, CEO will make new investments in outreach and environmental justice, including holding more outreach events using best practices, and implementing website updates to make it more accessible (including Spanish translation of documents where appropriate).

### **Statutory Authority**

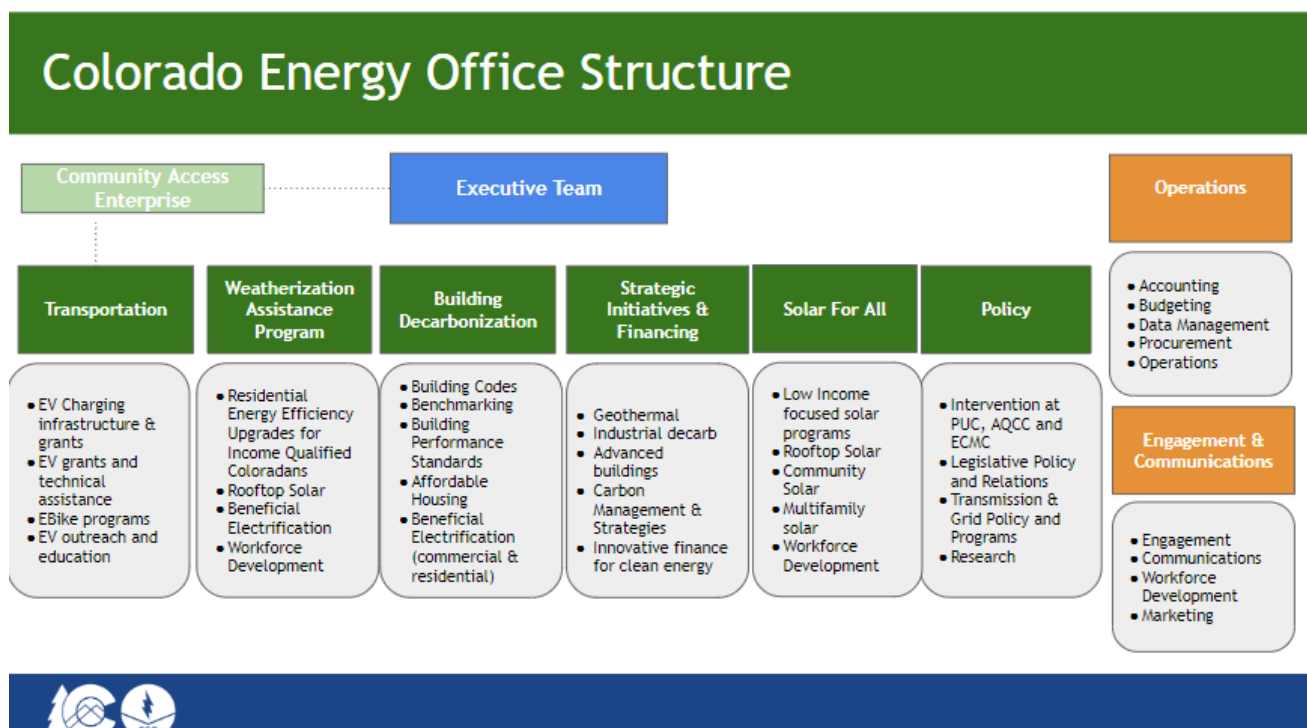
#### **24-38.5-101 C.R.S.**

- (1) There is hereby created within the Office of the Governor the Colorado Energy Office, the head of which is the Director of the Colorado Energy Office. The Director of the Office shall be assisted by a Deputy Director and a staff to fulfill the Office's Mission to:
  - (a) support Colorado's transition to a more equitable, low-carbon, and clean energy economy and promote resources that reduce air pollution and greenhouse gas emissions, including pollution and emissions from electricity generation, buildings, industry, agriculture, and transportation;
  - (b) promote economic development and high quality jobs in Colorado through advancing clean energy, transportation electrification, and other technologies that reduce air pollution and greenhouse gas emissions, including helping to finance those investments;



- (c) promote energy efficiency;
- (d) promote an equitable transition toward zero emission buildings;
- (e) promote an equitable transition to transportation electrification, zero emission vehicles, transportation systems, and land use patterns that reduce energy use and greenhouse gas emissions;
- (f) increase energy security;
- (g) support lower long-term consumer costs and support reduced energy cost burden for lower-income Coloradans; and
- (h) protect the environment and public health.

### Organizational Structure



Visit the [Colorado Energy Office Structure](#) document for more detail.

The Transportation team works to reduce transportation-related emissions by accelerating the use of market-ready and emerging zero emission vehicles that can meet the needs of today’s fleets and the public, but for which barriers exist. CEO works to increase the number of electric vehicles and other emerging zero emission transportation technologies through policy and planning, infrastructure grant funding, and education and outreach to consumers, with a particular focus on low income and disproportionately impacted communities.

The Weatherization Assistance Program (WAP) team provides direct energy retrofit services, including energy efficiency, insulation, and renewable energy installation to households meeting an annual income requirement or 200% or less of the federal poverty level through contracts with statewide service providers. Nearly 30% of Colorado households experience



energy burden, spending more than 4% of their household income on utility bills annually. This percentage increases dramatically for low-income households. To address this significant problem, CEO establishes performance standards, conducts technical and administrative training, and performs compliance reviews of the service providers. CEO is also focused particularly on workforce development to ensure it can meet its weatherization goals.

The Building Decarbonization team works to reduce emissions from building energy use through grants, education, technical assistance, energy codes, and performance requirements. Colorado buildings consume more than 650 trillion British thermal units (Btu) and represent more than \$6M in energy costs for homes and businesses annually. While Colorado was in the top 10 states for new construction in 2022, the average cost of a home is more than \$600,000—too expensive for many residents. This team partners across a diverse group of building stakeholders to strategically develop and deploy investments that minimize greenhouse gas emissions, reduce energy costs and improve the health, safety, comfort and resilience of the built environment. The team targets programming in communities with the highest energy burden and is actively engaged in initiatives to develop a sustainable pipeline of building energy professionals across the state.

The Strategic Initiatives & Financing (SiFi) team provides energy services aimed at reducing energy consumption, increasing access to renewable energy, and promoting beneficial electrification for buildings and facilities across Colorado, including residences, cannabis operations, industrial facilities, and public buildings. It also leads strategic initiatives including investments in geothermal energy use, carbon capture and storage.

The Solar For All team, a new team in FY 24-25, will support rooftop solar installations and community solar programs for single-family and multifamily housing in low- and moderate-income Colorado communities. The team will do this through a set of program offerings, financial tools, resources including technical assistance and workforce development, and community engagement initiatives.

The Policy team conducts research to identify opportunities and market barriers, intervenes in proceedings at the Public Utilities Commission (PUC) and Air Quality Control Commission (AQCC), and represents the office at the General Assembly. It also leads work on modernizing and investment in transmission and resilience of the electric grid.

The Operations team is responsible for the fiduciary integrity of the office and creating internal processes that ensure efficient, effective, and elegant operations. This team is responsible for overseeing the office's accounting and budget functions in order to ensure that CEO continues to prudently manage taxpayer dollars. They are responsible for designing and facilitating CEO's data-driven strategic planning process and refining the office's policies and procedures. Current process improvement initiatives include the development of an operations database, and surveying CEO's customers to inform program improvements.



The Engagement & Communications team, a new team in FY 24-25, will coordinate communications, outreach, and engagement to meet the goals of the office. This includes communications through traditional media, social media, email campaigns, and our website, ensuring CEO meets the state’s accessibility requirements, as well as leading community engagement with a broad array of stakeholders. The team will target engagement with disproportionately impacted communities and lead workforce development efforts for the office in close coordination with other state agencies and partners.

### **Performance Evaluations**

CEO set three Wildly Important Goals (WIGs) for FY 2023-2024: to update the Greenhouse Gas Roadmap, to increase the number of electric vehicle registrations, and to implement programs that achieve cost savings from energy efficiency, conservation, and renewables in the built environment.

CEO tracks its performance on a monthly and quarterly basis and reports its metrics to be shared on the [Governor’s Dashboard](#), including the most recent performance evaluation. Current progress of CEO’s key goals for FY 2023-2024 includes:

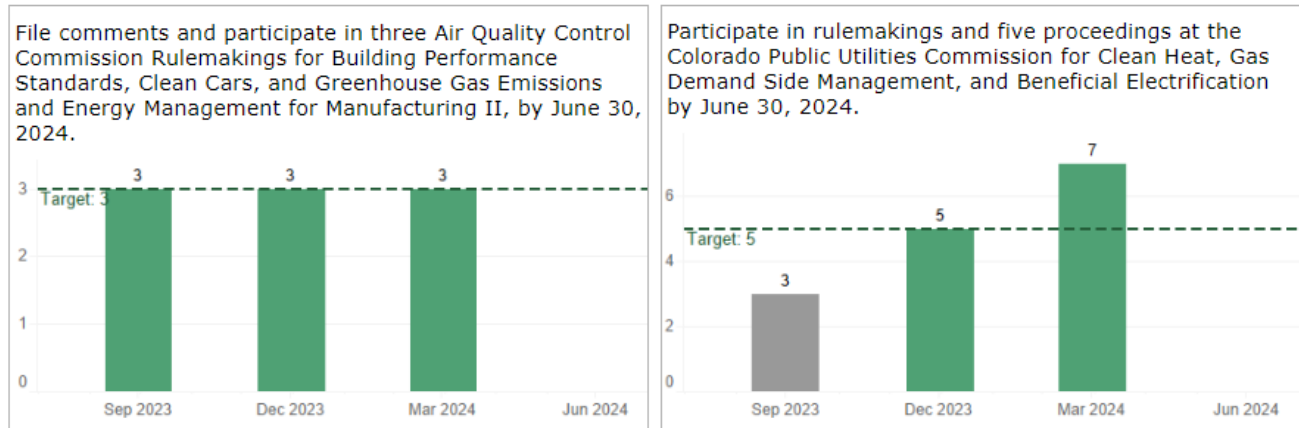




## Greenhouse Gas Roadmap 2.0



The Colorado Energy Office will achieve this goal through the following leading indicators:



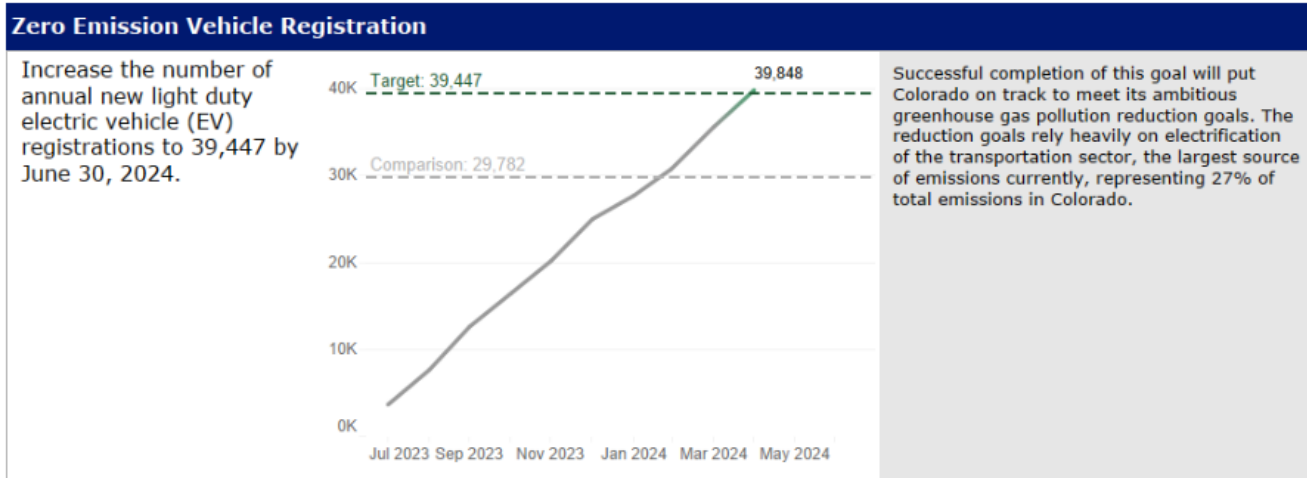
Visit the [CEO dashboard](#) to view the data for FY 23-24.

CEO completed this WIG with the release of the Greenhouse Gas Roadmap 2.0 in February 2024. To support the update of the roadmap, CEO set goals to participate in rulemakings and proceedings for the Air Quality Control Commission and the Colorado Public Utilities Commission. By March 2024 both goals were met or exceeded.

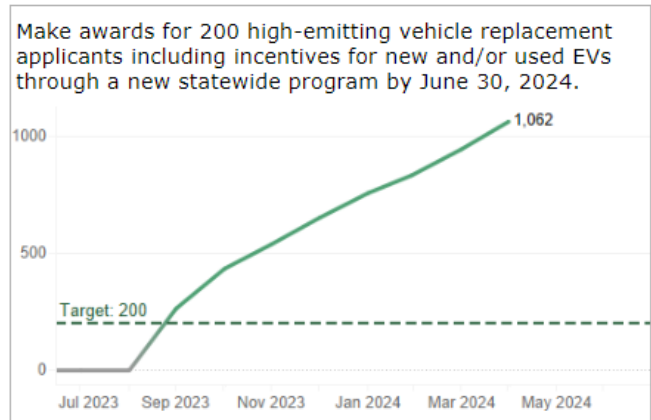
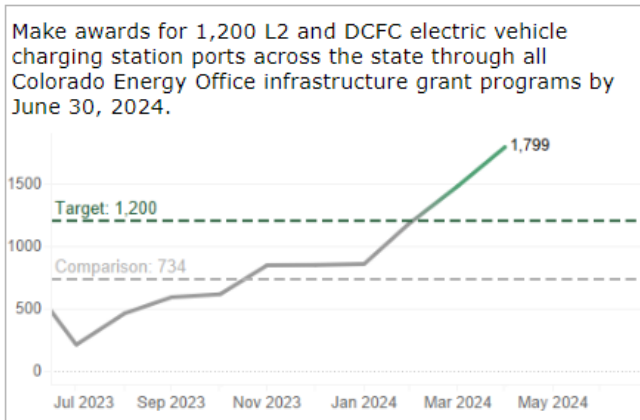




## Zero Emission Vehicle Registration



The Colorado Energy Office will achieve this goal through the following leading indicators:



Visit the [CEO dashboard](#) to view live data for FY 23-24.

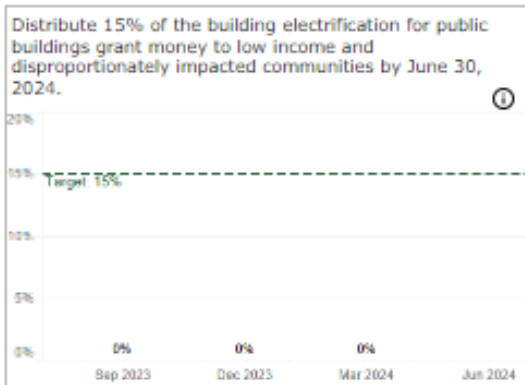
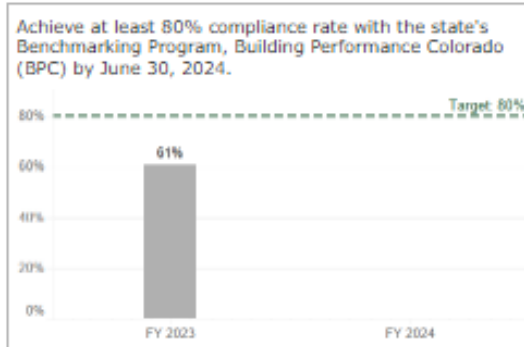
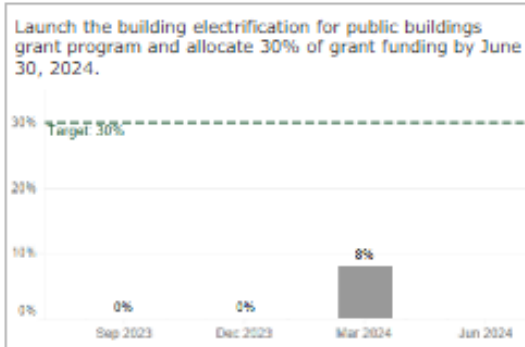
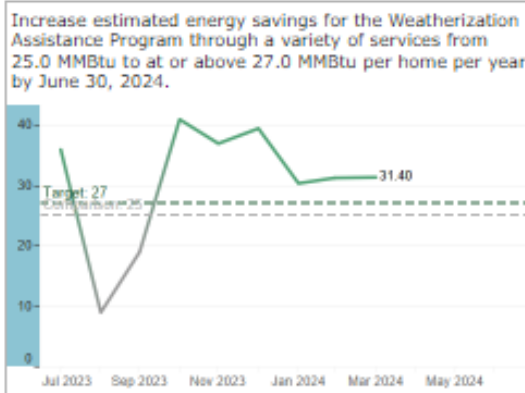
As of May 2024 CEO exceeded the target of 39,447 electric vehicle registrations for a total of 39,848. The success of this WIG was aided by goals for placing electric vehicle charging station ports across the state and granting awards for high-emitting vehicle replacements. Through a combination of charging infrastructure programs the target of 1,200 electric vehicle charging stations was exceeded for a total of 1,799. The Vehicle Exchange Colorado program launched in August 2023 with a goal of 200 awards for high-emitting vehicle replacement applicants, but the success of the program has exceeded that goal with a total of 1,062 by May 2024.



## Building Emissions Reduction



The Colorado Energy Office will achieve this goal through the following leading indicators:



Visit the [CEO dashboard](#) to view live data for FY 23-24.



This WIG was developed through a combination of CEO programs: WAP, the Commercial Property Assessed Clean Energy (C-PACE) program, the Cannabis Resource Optimization program (CROP), and the Energy Performance Contracting (EPC) program. FY 23-24 showed historically high interest rates, which impacted commercial building projects and the ability for building owners to finance improvements. This resulted in a decreased number of C-PACE projects and not meeting the goal for the WIG.

To aid this WIG, WAP set goals to increase estimated energy savings through their services with a goal of at or above 27.0 metric million British thermal units (MMBtu) per home per year and to maintain a customer satisfaction rating of at least 4 out of 5. We have exceeded the energy savings goal with a savings of 34.7 MMBtu per home per year and the customer satisfaction rating is at a 4 out of 5.

The SiFi team set a goal to administer 30% of funding from the Public Buildings Electrification Grant (PBEG), and as of June 2024 we have exceeded that goal with 67% of funding granted to applicants. Since this is a recent achievement it is not yet reflected in the CEO dashboard copied above.

SiFi set another goal to distribute 15% of PBEG funds to low-income and disproportionately impacted (DI) communities. As these funds were recently awarded the projects are not far enough along in the project to submit reimbursement costs. The first reimbursement requests from low-income and DI communities are expected in late summer and early fall.

## Strategic Goals

The state has gone through a comprehensive strategic planning process, relying on the framework of the “Four Disciplines of Execution,” which emphasizes a focus on a few wildly important goals to effectively manage and achieve in the midst of extensive daily responsibilities. One of [these goals](#) is to “Set Colorado on a path to 100% renewable energy for the grid by 2040 and position Colorado as a leader in the clean energy economy.” In support of this Bold Five goal, the Colorado Energy Office has set the following department goals for FY 24-25, some of which are also goals for the [Energy & Renewables Cabinet Working Group](#).

### Goal 1: Take Action on Greenhouse Gas Roadmap Near-Term Actions

**The Colorado Energy Office will take action on its 6 lead administrative near-term actions set in the Greenhouse Gas Roadmap 2.0 by June 30, 2025.**

The Greenhouse Gas Pollution Reduction Roadmap 2.0, released in February 2024, laid out a clear action plan to meet the State’s pollution reduction goals. Successful completion of near-term targets and actions will keep Colorado on track to meet its ultimate climate action goals.



### Key Strategies:

- Hire 4 key staff on a new team for the Solar for All grant to support the effective allocation of these funds and expand access to distributed solar in low- and moderate-income communities by June 30, 2025.
- Acquire \$20M of IRA federal funding to begin the development process for the accelerator program to incentivize local government action to reduce emissions and promote equity by June 30, 2025.
- Acquire \$50M of IRA federal funding to reduce local air pollution in disproportionately impacted communities by June 30, 2025.
- Hold 2 interstate meetings with Wyoming as part of the Memorandum of Understanding agreement to continue the development of a regional strategy for Direct Air Capture (DAC) and Carbon Dioxide Removal (CDR) by June 30, 2025.
- Create a model code for local governments to adopt best practices for local land use permitting for public electric vehicle charging projects by June 30, 2025.
- Develop the draft Workforce Development Plan to address shortages in critical skilled-trade occupations (such as electricians, HVAC, energy efficiency, EV maintenance technicians, and power sector workers) and solicit stakeholder feedback by June 30, 2025.

### Goal 2: Zero Emission Vehicle Registration

**Increase the number of annual new light duty electric vehicle (EV) registrations to 105,226 by June 30, 2027.**

Successful completion of this goal will put Colorado on track to meet its ambitious greenhouse gas pollution reduction goals. The reduction goals rely heavily on electrification of the transportation sector, the largest source of emissions, currently representing 27% of total emissions in Colorado.

#### Three-Year Goal:

*FY 2024-2025:* Increase the number of annual new, light duty electric vehicle (EV) registrations to 55,669 by June 30, 2025.

*FY 2025-2026:* Increase the number of annual new, light duty electric vehicle (EV) registrations to 78,564 by June 30, 2026.

*FY 2026-2027:* Increase the number of annual new, light duty electric vehicle (EV) registrations to 105,226 by June 30, 2027.



### Key Strategies:

- Make awards for 1,500 L2 and DCFC electric vehicle charging station ports across the state through all Colorado Energy Office infrastructure grant programs by June 30, 2025.
- Issue EV rebates for 1,500 old or high-emitting vehicle replacement applicants through Vehicle Exchange Colorado by June 30, 2025.
- Increase the monthly average of EV CO website views from 28,273 per month in FY24 to 29,700 per month in FY25 by June 30, 2025.
- Through ReCharge Colorado, hold 84 outreach and engagement events, including Ride & Drives, by June 30, 2025.

### Goal 3: Building Emissions Reduction

Implement programs that achieve an estimated \$10.3M in cost savings resulting from energy efficiency, conservation and renewables in the built environment, which includes homes and buildings, by June 30, 2025.

Successful completion of this goal will reduce the energy burden on low-income Coloradans and reduce costs for other homeowners, building owners and businesses. It will also reduce total emissions related to building energy use which is a major source of emissions in our state.

### Key Strategies:

- Conduct 40 Energy Performance Contracting 101 presentations around the state by June 30, 2025.
- Design and implement a Commercial Property Assessed Clean Energy (C-PACE) outreach and marketing plan by June 30, 2025.
- Allocate 100% of remaining Building Electrification Grant Funds, \$8,281,392, by June 30, 2025.
- Increase estimated energy savings for the Weatherization Assistance Program through a variety of services from 28.5 MMBtu to at or above 30 MMBtu per home per year by June 30, 2025.
- Maintain average overall customer satisfaction rating of at least 4 out of 5 for surveyed clients of the Weatherization Assistance Program through June 30, 2025.