Social Security Administration

2024-2027 Climate Adaptation Plan

Agency Approval

Prior to Initial Submission: Chief Sustainability Review and Approval

☒	CSO has approved the annual progress targets established in these plans	*Marc Mason, Associate Commissioner, Office of Facilities and Logistics Management*	*March 5, 2024*

After Receiving CEQ and OMB Approval: Head of Agency Sign Off

☒	Head of Agency has reviewed and approved the contents of the CAP	*Martin O'Malley, Commissioner*	*June 6, 2024*

Section 1: Agency Profile

Agency Profile	
Mission	Our mission is to ensure equity and accessibility in delivering Social Security services by improving the customer experience and addressing systemic barriers to participation in our programs.
Agency Climate Adaptation Official	Daniel F. Callahan, Assistant Deputy Commissioner (ADC) for Budget, Finance, and Management (BFM)
Agency Risk Officer	N/A
Point of Public Contact for Environmental Justice	Cortney E. Sanders, Senior Advisor, Equity Team, Office of the Commissioner cortney.e.sanders@ssa.gov Abigail Zapote, Senior Advisor, Equity Team, Office of the Commissioner abigail.zapote@ssa.gov
Leased Buildings	17 delegated facilities (in General Services Administration (GSA) owned properties) of 6,037,928 rentable square feet 1,319 leased buildings of 18,297,320 rentable square feet (Office of Realty Management, FY 2023)
Employees	FY 2023 End of Year Actual: 59,514 Full Time Permanent (FTP) employees and 13,457 Disability Determination Services (DDS) FTPs (PayODS System, 2023) Please note, the number of employees is based on FY 2023 end of year actual data and includes, Delegated and Advisory Board employees.

Budget	$13.342 billion FY22 Enacted $14.127 billion FY23 Enacted $14.227 billion FY 2024 Enacted (P.L. 118-47) $15.402 billion FY 2025 President's Budget
Key Areas of Climate Adaptation Effort	1. Prepare for Increased Disruptions to the Power Supply from the Electricity Grid from Storms or Heatwaves 2. Prepare for Elevated Ground Level Ozone 3. Prepare for Coastal Flooding, Including Increased Flooding, or Inundation in Coastal Locations 4. Prepare for Increased Flooding in Non-Coastal Locations 5. Prepare for Increased Disruptions and Damage to Transportation Infrastructure

This Plan builds on SSA's 2021 Climate Adaptation and Resilience Plan (CAP) and was prepared in accordance with guidance for Federal climate adaptation planning from the White House Council on Environmental Quality (CEQ). The information presented aligns with adaptation and resilience requirements in section 211 of Executive Order (EO) 14008, *Tackling the Climate Crisis at Home and Abroad*, section 5(d) of EO 14030, *Climate-Related Financial Risk*, and section 503 of EO 14057, *Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability*.

Section 2: Risk Assessment

We used the Federal Climate Mapping for Resilience and Adaptation Application (Federal Mapping App), which was developed for Federal agencies by the CEQ and the National Oceanic and Atmospheric Administration (NOAA) to conduct a high-level screening of climate hazard exposure for federal facilities and personnel.

We assessed the exposure of its delegated facilities and employees to five climate hazards: extreme heat, extreme precipitation, sea level rise, flooding, and wildfire risk.

Climate Data Used in Agency Risk Assessment

Hazard	Description	Scenario	Geographic Coverage
Extreme Heat	Measured as whether an asset is projected to be exposed to an increased number of days with temperatures exceeding the 99th percentile of daily maximum temperatures (calculated annually), calculated with reference to 1976-2005. Data are from high-resolution, downscaled climate model projections based on the Localized Constructed Analogs (LOCA) dataset prepared for the 4th National Climate Assessment.	RCP 4.5	CONUS
		RCP 8.5	CONUS
Extreme Precipitation	Measured as whether an asset is projected to be exposed to an increased number of days with precipitation amounts exceeding the 99th percentile of daily maximum precipitation amounts (calculated annually), with reference to 1976-2005. Data are from high-resolution, downscaled climate model projections based on the LOCA dataset prepared for the 4th National Climate Assessment.	RCP 4.5	CONUS
		RCP 8.5	CONUS and AK
Sea Level Rise	Measured as whether an asset is within the inundation extents from NOAA Coastal Digital Elevation Models and the 2022 Interagency Sea Level Rise Technical Report. Intermediate and Intermediate-High sea level rise scenarios used as proxies for RCP 4.5 and 8.5, respectively.	RCP 4.5	CONUS and PR
		RCP 8.5	CONUS and PR
Wildfire Risk	Measured as whether an asset is in a location is rated as high, very high, or extreme risk based on the U.S. Forest Service Wildfire Risk to Potential Structures (a data product of Wildfire Risk to Communities), which estimates the likelihood of structures being lost to wildfire based on the probability of a fire occurring in a location and likely fire intensity. Data reflects wildfires and other major disturbances as of 2014.	Historical	All 50 States
Flooding	Measured as whether an asset is located within a 100-year floodplain (1% annual chance of flooding) or 500-year floodplain (0.2% annual chance of flooding), as mapped by the Federal Emergency Management Agency National Flood Hazard Layer.	Historical	All 50 States and PR

Exposure to extreme heat, extreme precipitation, and sea level rise were evaluated at mid- (2050) and late-century (2080) under two emissions scenarios, Representative Concentration Pathway (RCP) 4.5 and RCP 8.5. Exposure to flooding and wildfire risk were only evaluated for the present day due to data constraints.

Climate Scenarios Considered in Agency Risk Assessment

Scenario Descriptor		Summary Description from 5th National Climate Assessment
RCP 8.5	Very High Scenario	Among the scenarios described in NCA5, RCP 8.5 reflects the highest range of carbon dioxide (CO_2) emissions and no mitigation. Total annual global CO_2 emissions in 2100 are quadruple emissions in 2000. Population growth in 2100 doubles from 2000. This scenario includes fossil fuel development.
RCP 4.5	Intermediate Scenario	This scenario reflects reductions in CO_2 emissions from current levels. Total annual CO_2 emissions in 2100 are 46% less than the year 2000. Mitigation efforts include expanded renewable energy compared to 2000.

Additional details about the data used in this assessment is provided in Appendix A.

2A. Climate Hazard Exposures and Impacts Affecting Federal Buildings

We have 1,319 buildings leased from or through GSA. The climate hazard exposure of these buildings is described in GSA's 2024-2027 Climate Adaptation Plan.

2B. Climate Hazard Exposures and Impacts Affecting Federal Employees

Indicators of Exposure of Employees to Climate Hazards	RCP 4.5 2050	RCP 4.5 2080	RCP 8.5 2050	RCP 8.5 2080
Extreme Heat: Percent of employees duty-stationed in counties projected to be exposed to more days with temperatures exceeding the 99th percentile of daily maximum temperatures (calculated annually), from 1976-2005	100%	100%	100%	100%
Extreme Precipitation: Percent of employees duty-stationed in counties projected to be exposed to more days with precipitation amounts exceeding the 99th percentile of daily maximum precipitation amount (calculated annually), from 1976-2005	100%	100%	100%	99%
Sea Level Rise: Percent of employees duty-stationed in counties projected to be inundated by sea level rise	29%	37%	30%	42%

	High Risk	Very High Risk	Extreme Risk
Wildfire: Percent of employees duty-stationed in counties at highest risk to wildfire	11%	4%	2%

Increased temperatures may lead to heat stroke, heat exhaustion, heat cramps, heat rashes, and dizziness as risks of injuries to employees working outside. Climate-related hazards may also lead to the inability of employees to access our offices due to damaged roadways, sidewalks, and parking lots and employees falling on slippery surfaces.

2C. Climate Hazard Exposures and Impacts Affecting Mission, Operations and Services

SUMMARY OF KEY CURRENT AND PROJECTED CLIMATE HAZARD IMPACTS AND EXPOSURES		
Area of Impact or Exposure	Identified Climate Hazard	Description
Disruptions to the power supply	Extreme heat and/or severe storms	Power outages due to extreme heat and/or severe storms may affect employee safety and the ability of customers to receive services.
Impaired health to employees and visitors	Wildfires, other environmental events, and potentially airborne viruses	Employee and visitor health may be impaired due to poor air quality.
Infrastructure damage	Wildfires, flooding, sea level rise, extreme precipitation	Damages to our facilities, infrastructure, furniture, and equipment may require the agency to shut down operations, which results in a loss of ability to provide customers with services.

Section 3: Implementation Plan

3A. Addressing Climate Hazard Impacts and Exposure

1. Addressing Climate Hazard Exposures and Impacts Affecting Federal Buildings

PRIORITIZED ACTIONS TO ADDRESS CLIMATE HAZARD EXPOSURES AND IMPACTS AFFECTING FEDERAL BUILDINGS		
Climate Hazard Impact on and/or Exposure to Buildings	Priority Action	Timeline for implementation (2024-2027)
Disruptions to the power supply due to extreme heat and/or severe storms. This is a national issue that could potentially affect 100 percent of our delegated facilities.	Adjust electrical loads by utilizing advanced metering systems to: 1. identify high-energy usage areas within our buildings to help us determine if we can reduce electrical load by performing energy conservation measures (ECM) during heatwaves; and	We will identify ECMs, if any, throughout 2024 and aim to implement in 2025 and 2026.

	2. assess important electrical equipment that needs to remain operational during power outages from heatwaves/storms to help us to determine the need for any additional emergency generators and uninterruptable power supply (UPS) systems. In addition to our back-up generators, we implemented a campus cross tie system that allows us to supply 100 percent electrical power to the facilities on our headquarters (HQ) campus in Woodlawn, Maryland, in the event of a power disruption from our initial supply source. We also have energy reduction plans that go into effect when the grid is reaching its capacity, usually during heat waves.	

We have mission dependent facilities leased through GSA. We intend to formally partner with GSA to address the vulnerabilities of these facilities to incremental climate change and variability.

2. Addressing Climate Hazard Exposures and Impacts Affecting Federal Employees

PRIORITIZED ACTIONS TO ADDRESS CLIMATE HAZARD EXPOSURES AND IMPACTS AFFECTING FEDERAL EMPLOYEES		
Climate Hazard Impact on and/or Exposure to Employees	Priority Actions	Timeline for implementation (2024-2027)
Impaired health to employees and visitors due to wildfires, other environmental events, and potentially airborne viruses due to poor air quality. This is a national issue affecting 100	Adjust the intake of outside air during hazardous events.	Timeline is ad hoc as actions are dependent on weather events.

percent of our delegated facilities.		
Occupational illnesses/injuries due when employees work outside in extreme heat resulting in heat stroke, heat exhaustion, heat cramps, heat rashes, and dizziness. This is a national issue affecting 100 percent of our delegated facilities.	Monitor weather in months we experience extreme heat and, if at dangerous levels, inform employees not to conduct outside work.	Timeline is ad hoc as actions are dependent on weather events.
Roadways, sidewalks, and parking lots can degrade in extreme heat and cause safety issues in extreme precipitation resulting in employees' suffering accidents (e.g., slipping on ice, tripping on cracked sideways).	We repair degraded and damaged roadways, parking lots, and sidewalks, as needed. We also ensure these access points are cleared of any precipitation during winter weather events.	Timeline is dependent on when repairs are needed. We take a proactive approach by treating our facilities ahead of any potential weather events to ensure employee safety.

3B. Climate-Resilient Operation

1. Accounting for Climate Risk in Planning and Decision Making –

We have an established method of including results of climate hazard risk exposure assessments in planning and decision-making processes. In 2022, we conducted an internal climate vulnerabilities assessment of our delegated facilities. The assessment found the climate risks most associated with our delegated facilities are increased disruption to power supply due to storms and/or heatwaves and coastal flooding and non-coastal flooding. In 2023, we adjusted outside air usage to mitigate elevated ground level ozone from wildfires at our delegated facilities in response to the climate risk due to the Canadian wildfires. We are positioned to adjust our outside air usage in the event that wildfires pose air quality issues in the future.

We are currently and will continue to:

- Utilize advanced metering systems to identify high-energy usage to help us determine if we can reduce electrical load and assess the need for any additional emergency generators and UPS systems.
- Adapt to wildfires, which may cause air quality events that increase particulate build up around office heating, ventilation, and air conditioning (HVAC) supply/returns and on horizontal surfaces. We replace air filtration in commercial HVAC units, and, at times, we may bring in the minimum amounts of outside air and implement periodic closing of dampers for short time frames during heavy periods of smoke/particulates. We also increase the frequency of HVAC preventative maintenance to ensure the filters and filtration system are not being overloaded.
- Monitor our delegated sites for any imminent flooding caused by sea level rise.

- Monitor for changes in floodplain areas that may affect our delegated facilities.

Regarding how we are integrating climate risk assessments into facility project prioritization and implementation to achieve a net zero emissions building portfolio by 2045, we strive toward reducing electric energy and natural gas consumption by all means practical. Specifically, we do the following:

- Conduct energy audits of existing equipment, eliminate energy waste, and design ECMs for implementation. For example, we modified the chiller plant control sequences in the Altmeyer to reduce the plant's energy consumption.
- Replace existing standard-efficiency equipment with premium-efficiency new units (i.e., equipment nearing their end of useful life), where applicable.
- Recommission existing building energy management and control systems and optimize existing control sequences.
- Install renewable energy systems (i.e., solar photovoltaic systems and solar thermal water heaters), where applicable.

In January 2024, we received an Assisting Federal Facilities with Conservation Technologies grant to assess the feasibility of upgrading the HVAC system at the Supply Building on our HQ campus from natural gas-powered hot water/steam heat to a water or ground source heat pump as water and ground source heat pumps produce zero greenhouse gas emissions. The knowledge gleaned from the Supply Building feasibility study will apply to all buildings on our HQ campus.

2. Incorporating Climate Risk Assessment into Budget Planning

We incorporate climate risk into planning and budget decisions. Our financial risk exposure related to climate change mainly concerns the impact of energy usage to cool and heat our delegated facilities. We budget for energy usage using previous years' data to adjust for the upcoming year. We also budget for snow removal yearly to ensure employees remain safe and injury free during extreme precipitating events.

3. Incorporating Climate Risk into Policy and Programs

We have an overarching environmental policy statement to promote environmental stewardship. Some key points to this policy statement are the agency's commitment to:

- Comply with all environmental and energy related statutes, Executive Orders, and any applicable Federal, State, and local regulations.
- Consider environmental aspects when making planning, purchasing, operating, and budgetary decisions.
- Implement power management technologies on IT equipment agency-wide to further reduce energy.
- Continue improving environmental stewardship and pollution prevention by setting environmental goals, measuring progress, taking corrective action, when necessary, and communicating the results.

- Consider climate change and adaptation in the agency's operations and communicate and reinforce this policy throughout the agency.

4. Climate-Smart Supply Chains and Procurement

We collaborate with agency management on acquisition-related climate ready considerations, such as supply chain risks and climate innovation, to develop processes that ensure agency components and offices begin to include these considerations in agency solicitations and contracts, where applicable. We will amend our agency-specific acquisition policy, consistent with the Federal Acquisition Regulations, to include climate considerations during all phases of an acquisition cycle by including supply chain criteria, contractor incentivization, continuity of services terms and conditions, and climate risks and interoperable supply chain requirements in applicable statements of work (SOW).

We are taking the following climate adaptation actions in our supply chains and procurement processes:

- Amending our agency-specific acquisition policy to include climate considerations during the market research and acquisition planning phases of all acquisitions by December 2024. When climate or sustainability considerations are applicable, contracting staff will work with agency components to consider:
  - Including environmental supply chain criteria;
  - Incentivizing contractors to plan for and address impacts of climate change;
  - Including continuity of services terms and conditions due to climate-related disruptions; and
  - Integrating climate risks and interoperable supply chain requirements when developing applicable statements of work (SOW).

- Considering awarding multiple-award contracts for vulnerable supplies/services (e.g., information technology (IT) hardware and software).

- Examining SOWs to ensure contracting officer representatives (COR) do the following:
  - Make climate requirements clear;
  - Encourage energy and water efficiency and waste reduction requirements;
  - Promote reuse and recycling practices;
  - Include climate-related contract terms and conditions;
  - Include guarantee delivery, regardless of weather disruptions; and
  - Require contractors to provide climate projection plans.

- Collaborating with agency management on acquisition-related, climate ready considerations, such as supply chain risks and climate innovation, to develop processes that ensure agency components and offices begin to include these

considerations (in addition to Federal sustainable acquisition requirements, such as Energy Star® and biobased) in supply descriptions or service statements of work for inclusion in agency solicitations and contracts, where applicable.

- Participating in joint government initiatives with other agencies to develop strategies to influence supply chains and drive climate-related innovation. For example, we currently participate in the intra-agency Sustainable Acquisition Material Management and IT Sustainability Subcommunity Workgroups.

Our five priority/critical supplies and services most at risk to extreme weather events or long-term climate change are court reporting; medical/psychiatric consultation; information technology (IT) and telecommunications services; IT software; and IT hardware. Climate hazards have the potential to negatively affect our contracted court reporters, medical consultants, and IT professionals from commuting to, or having access to, IT that allows them to perform their jobs. These conditions could also affect the IT supply chain, inhibiting the agency from receiving timely delivery of IT software and hardware.

At risk supplies/services	Outline Actions to Address Hazard(s)	Identify Progress Towards Addressing Hazard(s)
• Extreme storms and increased disruptions to the power supply negatively affect our court reporters, medical/psychiatric consultants, and information technology contractor personnel ability to either travel to job locations or connect to the internet to work remotely. Non-coastal flooding negatively affects mission critical supply chains and the public the agency serves by causing building closures where agency employees and contractors' work.	• Consider hazards with all agency stakeholders during market research and acquisition planning. • Contracting staff work with agency components to mitigate/avoid acquisition disruptions caused by hazards during all acquisition phases. • Examine SOWs to ensure climate requirements are addressed and included in contract terms, conditions, and deliverables. • Collaborate with agency management to incorporate all of the above into product descriptions, SOWs, and	• Water conservation measures: Our contracting staff works with agency components to purchase and update stockpiles of water to ensure employee access to potable water during emergencies. • Building damage: Our contracting staff works with agency components to restore building damage after unexpected storms. • Backup generator fuel: We established an Interagency Agreement for guaranteed delivery of fuel used during power losses at data centers and HQ. • "Island" power: Our generators power facilities to take the load off the power grid, easing demand

	contract terms and conditions.	when the utility provider detects a strain.

For our five most at-risk supply chains and services, we will develop an implementation plan to address disruptions from climate hazard risks, where applicable, as not all of our at-risk supply chains will be negatively affected by potential climate hazard risks. For example, extreme storms may affect our power supply, which negatively affects our contracted court reporters' and medical consultants' ability to travel to a hearing or connect to the internet to perform their job duties. The implementation plan will incorporate language into SOWs for our at-risk suppliers that addresses climate disruptions for these services in an attempt to minimize contract performance issues.

5. Climate Informed Funding to External Parties

We do not have any grants that are currently providing funding to Tribal, State, territorial, local governments, and non-profits through grant and loan programs related to climate adaptation or resilience.

3C. Climate Training and Capacity Building for a Climate Informed Workforce

Training and Capacity Building	
Agency Climate Training Efforts	*Percent of the agency's Federal staff that have taken a 60+ minute introductory climate training course (e.g., Climate 101).* We are not currently tracking metrics on attendance at climate training courses.
	Percent of the agency's senior leadership (e.g., Sec, Dep Sec, SES, Directors, Branch Chiefs, etc.) that have completed climate adaptation training. We are not currently tracking metrics on attendance at climate training courses.
	Percent of budget officials that have received climate adaptation related training. We are not currently tracking metrics on attendance at climate training courses.
	Percent acquisition officials that have received climate adaptation related training. 100 percent of the agency's acquisition staff have received climate adaptation-related training annually since 2021. We include CORs in specialized training courses to enhance their knowledge of climate literacy.

	Additional efforts the agency is taking to develop a climate informed workforce. We provide employees involved with sustainability/climate literacy training opportunities conducted by the Federal Energy Exchange, Sustainable Facilities Tool, the Federal Energy Management Program, and the White House's Federal Sustainability Speakers Series. However, because we do not track metrics on attendance, the number of employees attending these trainings is unknown.
Agency Capacity	*Detail if the agency has contracting staff with tasks relevant to climate adaptation in their job description.* Agency contracting staff do not have tasks relevant to climate adaptation in their job description(s).

In addition to the information provided in the table above, we have a *Tackling the Climate Crisis* webpage available to all agency employees that provides important information on how we are supporting Climate Change initiatives at the agency and how employees can implement changes at home. We will work with the appropriate agency offices to explore the possibility of tracking future training opportunities.

3D. Summary of Major Milestones

Section of the Implementation Plan	Description of Milestone	Climate Risk Addressed	Indicators for success
3A.1, Increased Disruptions to the Power Supply from the Electricity Grid from Storms or Heatwaves	We will continue to utilize advanced metering systems to identify high-energy usage.	Storms or Heatwaves	Continuity of power; no disruptions.
3A.1, Prepare for Coastal Flooding, Including Increased Flooding, or Inundation in Coastal Locations	We monitor our delegated facilities for any imminent flooding caused by sea level rise.	Coastal Flooding and Inundation in Coastal Locations and Flooding in Non-Coastal Areas	Prepare our facilities to mitigate flood damage and avoid building closures and property damage.
3A.2, Occupational illnesses/injuries due when employees work outside in extreme heat resulting in heat stroke, heat exhaustion, heat cramps, heat rashes, and dizziness. This is a national issue affecting 100 percent of our delegated facilities.	We monitor weather in months we experience extreme heat and, if at dangerous levels, inform employees not to	Extreme Heat	No employee illness or accidents.

	conduct outside work.		
3A.2, Impaired health to employees and visitors due to wildfires, other environmental events, and potentially airborne viruses due to poor air quality.	We monitor and adjust the intake of outside air during hazardous events.	Wildfires and other environmental events	No employee illness or accidents.
3A.2, Roadways, sidewalks, and parking lots can degrade in extreme heat and cause safety issues in extreme precipitation resulting in employees' suffering accidents (e.g., slipping on ice, tripping on cracked sideways).	We monitor roadways, parking lots, and sidewalks and address repairs as needed and monitor weather events to prepare for surfaces to ensure they are cleared of any precipitation.	Extreme precipitation	No employee accidents.

Section 4: Demonstrating Progress

4A. Measuring progress

Key Performance Indicator: Climate adaptation and resilience objectives and performance measures are incorporated in agency program planning and budgeting by 2027.		
Section of the CAP	**Process Metric**	**Agency Response**
3A – Addressing Climate Hazard Impacts and Exposure	Step 1: Agency has an implementation plan for 2024 that connects climate hazard impacts and exposures to discrete actions that must be taken. (Y/N/Partially) Step 2: Agency has a list of discrete actions that will be taken through 2027 as part of their implementation plan. (Y/N/Partially)	**Partially.** For steps 1 and 2 our implementation plans are listed with the priority area. If issues arise, we will work with GSA to accommodate or facilitate corrective action.
3B.1 – Accounting for Climate Risk in	Agency has an established method of including results of climate hazard risk exposure assessments into planning and decision-making processes.	**Yes.** In 2022, we conducted an internal climate vulnerabilities assessment of our delegated facilities.

Decision-making	(Y/N/Partially)	
3B.2 – Incorporating Climate Risk Assessment into Budget Planning	Agency has an agency-wide process and/or tools that incorporate climate risk into planning and budget decisions. (Y/N/Partially)	**Yes.** We incorporate climate risk into planning and budget decisions.
3B.5 – Climate Informed Funding to External Parties	Step 1: By July 2025, agency will identify grants that can include consideration and/or evaluation of climate risk. Step 2: Agency modernizes all applicable funding announcements/grants to include a requirement for the grantee to consider climate hazard exposures. (Y/N/Partially)	**N/A.** We have no grants or funding to external parties.
Key Performance Indicator: Data management systems and analytical tools are updated to incorporate relevant climate change information by 2027.		
Section of the CAP	**Process Metric**	**Agency Response**
3A – Addressing Climate Hazard Impacts and Exposure	Agency has identified the information systems that need to incorporate climate change data and information and will incorporate climate change information into those systems by 2027. (Y/N/Partially)	**No.** We have no data systems to incorporate climate change information.
Key Performance Indicator: Agency CAPs address multiple climate hazard impacts and other stressors, and demonstrate nature-based solutions, equitable approaches, and mitigation co-benefits to adaptation and resilience objectives.		
Section of the CAP	**Process Metric**	**Agency Response**
3B.3 – Incorporating Climate Risk	By July 2025, 100% of climate adaptation and resilience policies have been reviewed and revised to (as relevant) incorporate nature-based	**Partially.** We will review the policies we have and explore the possibility to incorporate nature-

into Policy and Programs	solutions, mitigation co-benefits, and equity principles. (Y/N/Partially)	based solutions, mitigation co-benefits, and equity principles.
Key Performance Indicator: Federal assets and supply chains are evaluated for risk to climate hazards and other stressors through existing protocols and/or the development of new protocols; response protocols for extreme events are updated by 2027.		
Section of the CAP	**Process Metric**	**Agency Response**
3B.4 – Climate- Smart Supply Chains and Procurement	Step 1: Agency has assessed climate exposure to its top 5 most mission-critical supply chains. (Y/N/Partially) Step 2: By July 2026, agency has assessed services and established a plan for addressing/overcoming disruption from climate hazards. (Y/N/Partially)	**Partially.** We will continue to assess and plan for disruptions by July 2026.
	Agency has identified priorities, developed strategies, and established goals based on the assessment of climate hazard risks to critical supplies and services. (Y/N/Partially)	**Partially.** We have not yet identified priorities, developed strategies, or established goals based on the assessment of climate hazard risks to our critical supplies and services. We are, however, collaborating with agency management on acquisition-related climate ready considerations, such as supply chain risks and climate innovation, to develop processes that ensure agency components and offices begin to include these considerations in agency solicitations and contracts, where applicable.
Key Performance Indicator: By 2027, agency staff are trained in climate adaptation and resilience and related agency protocols and procedures.		
Section of the CAP	**Process Metric**	**Agency Response**

3C – Climate Training and Capacity Building for a Climate Informed Workforce	Step 1: By December 2024 100% of agency leadership have been briefed on current agency climate adaptation efforts and actions outlined in their 2024 CAP. (Y/N/Partially) Step 2: Does the agency have a Climate 101 training for your workforce? (Y/N/Partially) If yes, what percent of staff have completed the training?	Step 1: **Partially.** We will work with the appropriate stakeholders to disseminate the CAP. We have an internal website where the CAP will be available for the agency employees to view. Step 2: **No.** We will explore the possibility for a Climate 101 training.
	Step 3: By July 2025, 100 % employees have completed climate 101 trainings. (Y/N/Partially)	Step 3: **No.** As stated in number two, we will explore this possibility.

4B. Adaptation in Action

We continue to monitor our perceived climate risks and recently updated one of our risks to increase outside air usage to mitigate elevated ground ozone levels due to an increase in wildfires. In 2022, we conducted a climate risk vulnerabilities assessment. Additionally, we stand prepared to implement the actions outlined on pages 14-17 to mitigate the impacts of weather-related climate hazards. We continue to offer the climate literacy opportunities to bolster the climate team's knowledge in these areas.

Appendices

Appendix A: Risk Assessment Data

The Federal Mapping App uses the following data:

Buildings

Buildings data comes from the publicly available Federal Real Property Profile (FRPP). GSA maintains FRPP data and federal agencies are responsible for submitting detailed asset-level data to GSA on an annual basis. Although FRPP data is limited—for example, not all agencies submit complete asset-level data to GSA, building locations are denoted by a single point and do not represent the entirety of a structure or could represent multiple structures, and properties may be excluded on the basis of national security determinations— it is the best available public dataset for federal real property. Despite these limitations, this data is sufficient for screening-level exposure assessments to provide a sense of potential exposure of federal buildings to climate hazards.

Personnel

Personnel data comes from the Office of Personnel Management's (OPM) non-public dataset of all personnel employed by the federal government that was provided in 2023. The data contains a number of adjustments, including exclusion of military or intelligence agency personnel, aggregation of personnel data to the county level, and suppression of personnel data for duty stations of less than five personnel. Despite these adjustments, this data is still useful for screening-level exposure assessments to provide a sense of key areas of climate hazard exposure for agency personnel.

Climate Hazards

The climate data used in the risk assessment comes from the data in Climate Mapping for Resilience and Adaptation (CMRA) Assessment Tool. When agency climate adaptation plans were initiated in 2023, CMRA data included climate data prepared for NCA4. Additional details on this data can be found on the CMRA Assessment Tool Data Sources page. Due to limited data availability, exposure analyses using the Federal Mapping App are largely limited to the contiguous United States (CONUS). Additional information regarding Alaska, Hawaii, U.S. Territories, and marine environments has been included as available.