

FY 25-26 Department Performance Plan

July 2025

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Our Mission

Reduce greenhouse gas emissions and consumer energy costs by advancing clean energy, energy efficiency, and accessibility of 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 one of the top emitting sectors —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 continued 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. Following the passage of HB25-1269, a new Building Decarbonization Enterprise will be launched and will provide technical assistance to large commercial buildings covered by the Building Performance Colorado program.

Our commitment to Executive Order 2020-175 and the use of equity, diversity and inclusion (EDI) is also 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 25-26, CEO will coordinate compliance efforts across the office, particularly as it launches significant new federally funded programs including Solar For All and the Inflation Reduction Act (IRA) building efficiency rebates.

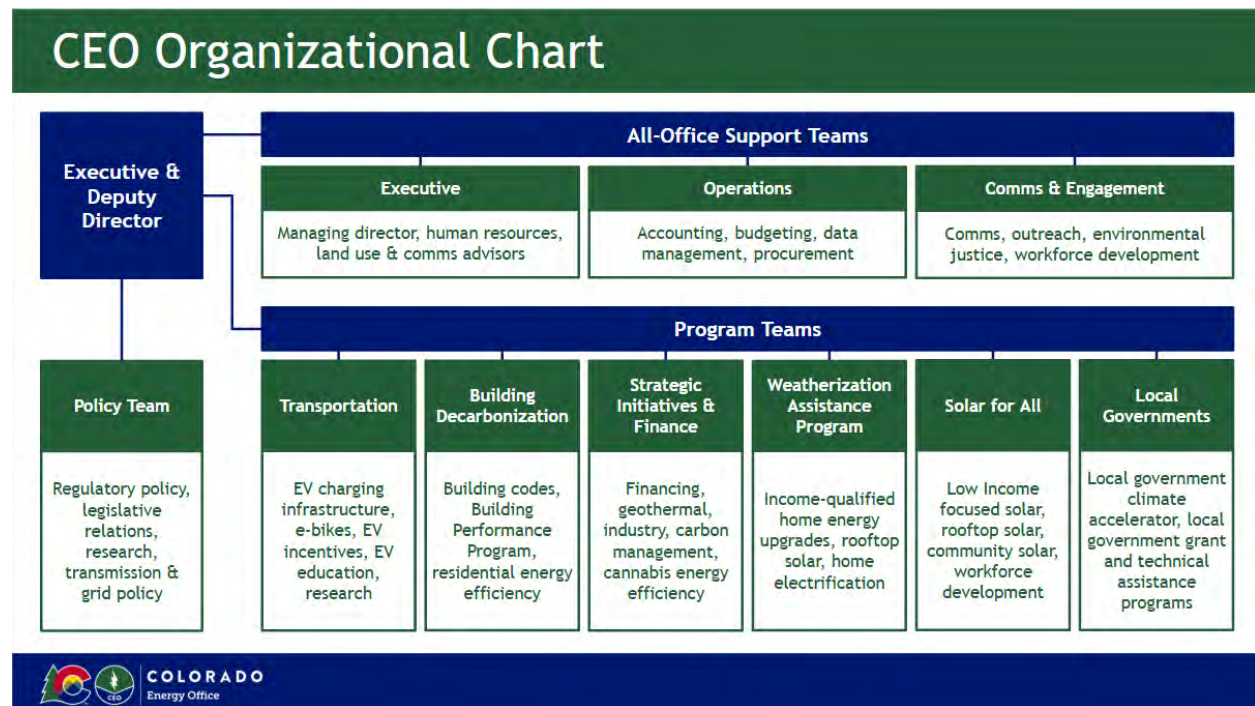
Statutory Authority

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 [CEO 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 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 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 Solar For All team supports 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 Local Government & Climate Solutions team coordinates with local governments on policy and project implementation efforts that build resilience and reduce greenhouse gas emissions. This team also collaborates with other CEO teams and state agencies to support local efforts to lower emissions from buildings, transportation, and industry, while encouraging strategic land use planning and increased solar adoption.

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 the modernization of the electric grid and investment in transmission and resilience of the electric grid.

The Finance & 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 Communications & Engagement team coordinates 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 targets engagement with disproportionately impacted communities and leads workforce development efforts for the office in close coordination with other state agencies and partners.

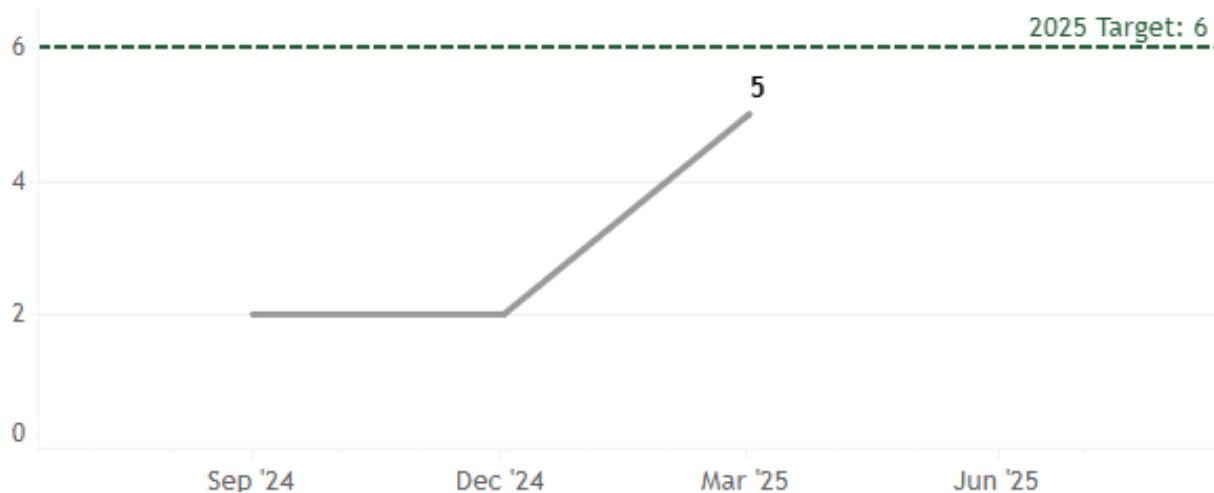
FY 24-25 Performance Evaluations

CEO set three Wildly Important Goals (WIGs) for FY 24-25: to begin implementation of several CEO agency actions from the [Greenhouse Gas Roadmap 2.0](#), to increase the number of light-duty 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 24-25 includes:

WIG 1: Greenhouse Gas Roadmap 2.0 Implementation

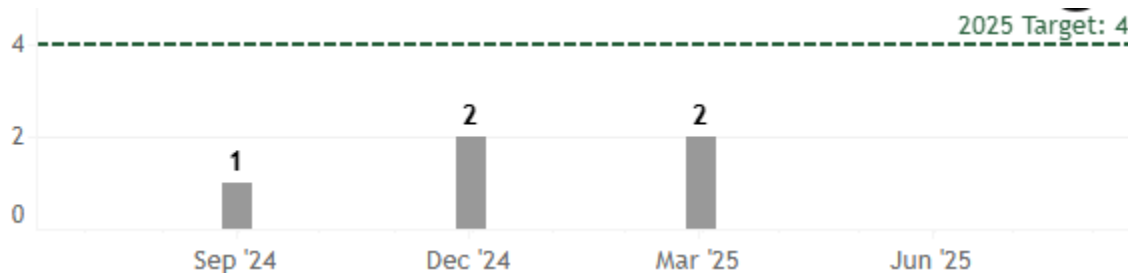
The Colorado Energy Office will take action on its 6 lead administrative near-term actions set in the Greenhouse Gas Roadmap 2.0 by June 30, 2025.



Key Strategies:

Near-Term Action 1: Expand Low-Income Access to Distributed Solar

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.



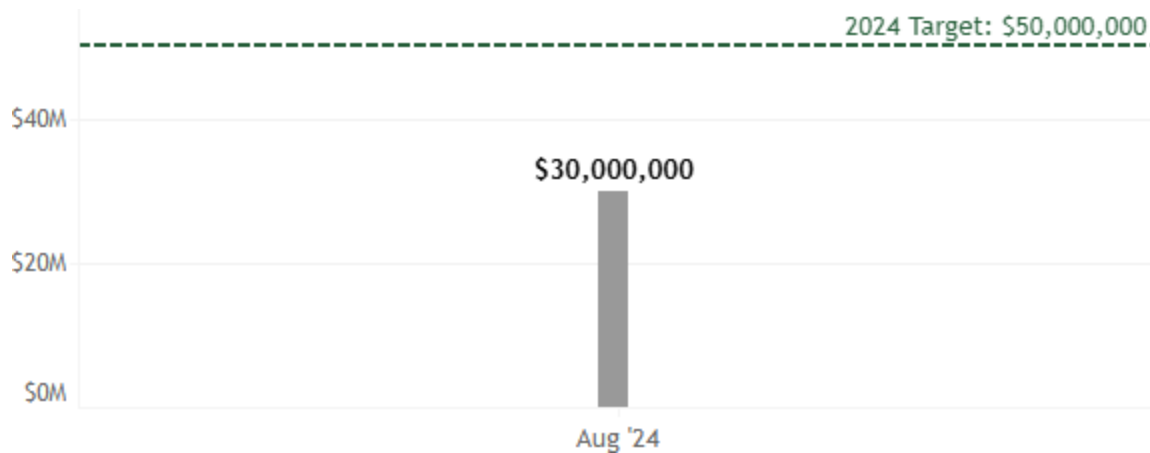
Near-Term Action 2: Create Local Climate Action Accelerator

Acquire \$20,000,000 of Inflation Reduction Act (IRA) federal funding to begin the development process for the accelerator program to incentivize local government action to reduce emissions and promote equity by August 1, 2024.



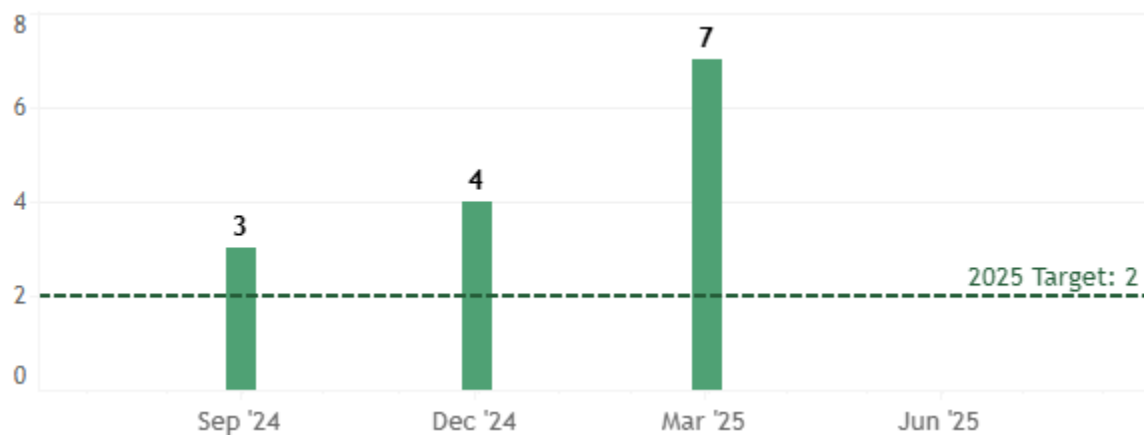
Near-Term Action 3: Expand Funding For Voluntary Industrial Decarbonization Projects

Acquire \$50,000,000 in Inflation Reduction Act (IRA) federal funding to reduce local air pollution in disproportionately impacted communities by August 1, 2024.



Near-Term Action 4: Lead a Regional Strategy on Direct Air Capture (DAC) and Carbon Dioxide Removal (CDR)

Conduct 2 interstate meetings with Wyoming as part of the Memorandum of Understanding (MOU) agreement to continue the development of a regional strategy for DAC and CDR by June 30, 2025.



Near-Term Action 5: Streamline Local EV Charger Deployment

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.

Steps to Completion:

1. Complete model code development stakeholder engagement process
 - a. Status: Complete as of 7/31/2024

2. Complete and publish model code document
 - a. Status: Complete as of 7/31/2024
3. Support local governments with model code adoption
 - a. Status: Not started, expected completion on 6/30/2025

Near-Term Action 6: Workforce Development Plan to Support Clean Energy and Climate Action

Develop the draft Workforce Development Plan to address shortages in critical skilled-trade occupations (such as electricians, power sector works, and HVAC, energy efficiency, and EV maintenance technicians) and solicit stakeholder feedback by June 30, 2025.

Steps to Completion:

1. Contract with vendor and kickoff Climate Workforce study
 - a. Status: Complete as of 7/31/2024
2. Publish Climate Workforce Study
 - a. Status: In progress as of 2/28/2025
3. Communicate key study findings to other government agencies and stakeholders
 - a. Status: In progress as of 3/31/2025
4. Draft Workforce Development Plan by incorporating study findings and stakeholder feedback based on the study.
 - a. Status: Not started, expected completion on 6/30/2025

Visit the [CEO dashboard](#) to view the data for FY 24-25.

WIG 2: Zero Emission Vehicle Registration

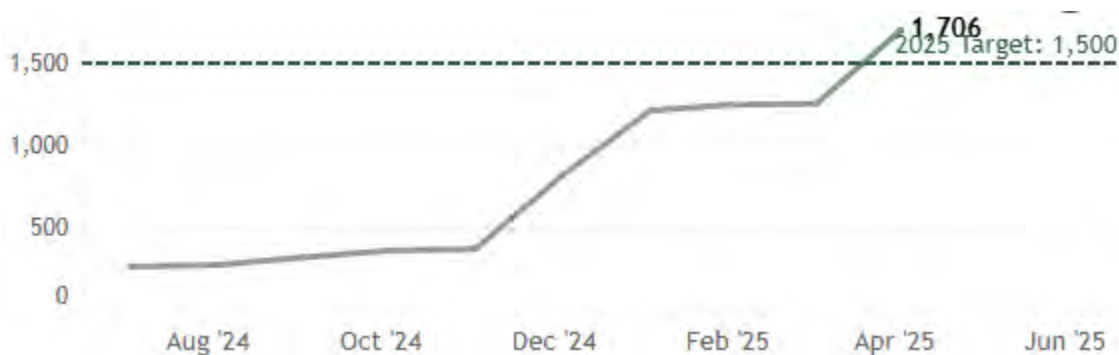
Increase the number of annual new light duty electric vehicle (EV) registrations to 105,226 by June 30, 2027.



Key Strategies:

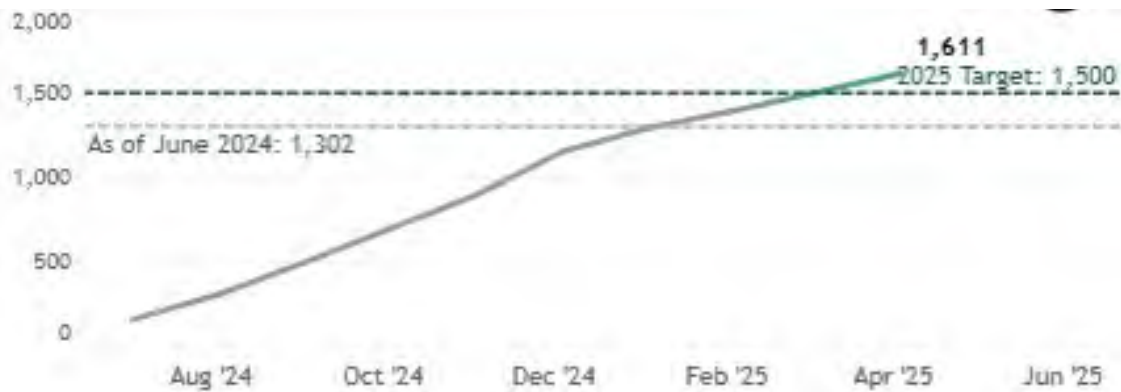
Lead Measure 1: Level 2 (L2) and Direct Current Fast-Charging (DCFC) Awards

Make awards for 1,500 L2 and DCFC electric vehicle charging station ports across the state through all CEO infrastructure grant programs by June 30, 2025.



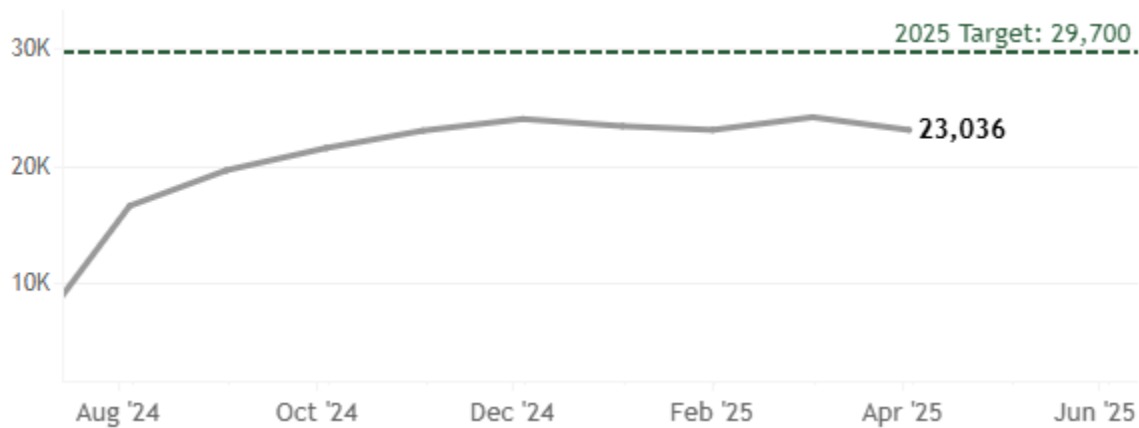
Lead Measure 2: Vehicle Exchange Colorado (VXC)

Issue EV rebates for 1,500 old or high-emitting vehicle replacement applicants through VXC by June 30, 2025.



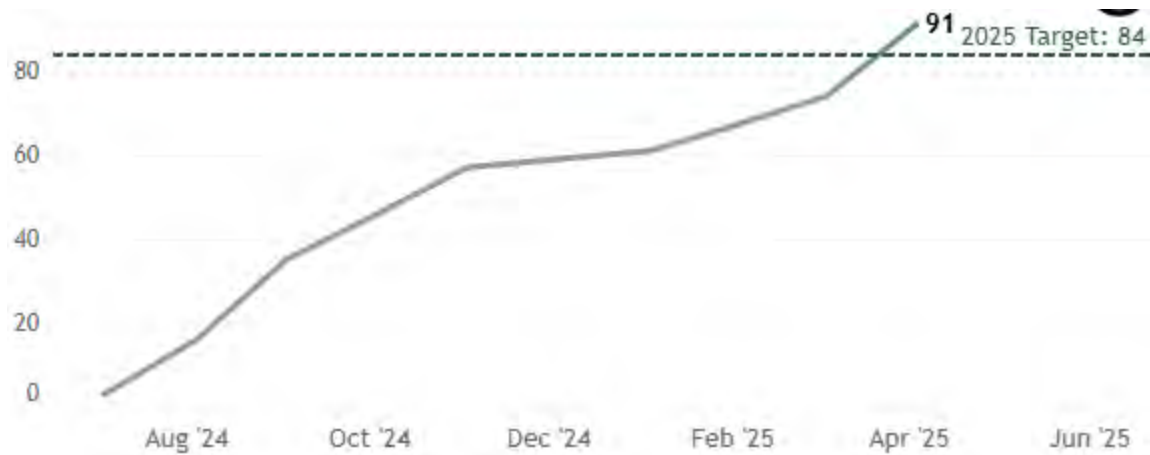
Lead Measure 3: EVCO Activations

Increase the monthly average of EVCO website views from 28,273 per month in FY 23-24 to 29,700 per month in FY 24-25 by June 30, 2025.



Lead Measure 4: ReCharge Colorado Outreach and Engagement

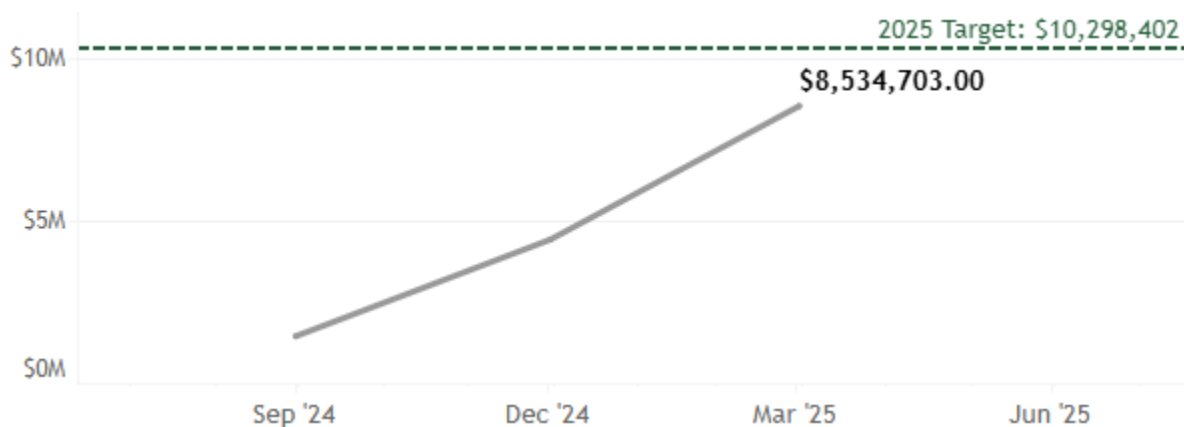
Through ReCharge Colorado, conduct 84 outreach and engagement events, including Ride & Drives, by June 30, 2025.



Visit the [CEO dashboard](#) to view live data for FY 24-25.

WIG 3: Building Emissions Reduction

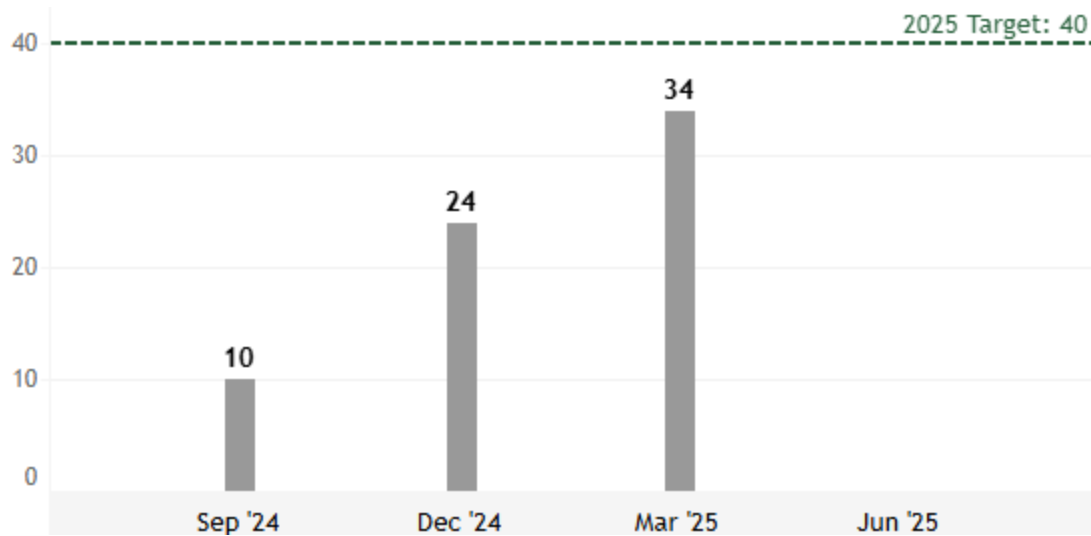
Implement programs that achieve an estimated \$10,298,402 in cost savings resulting from energy efficiency, conservation, and renewables in the built environment, which includes homes and buildings, by June 30, 2025.



Key Strategies:

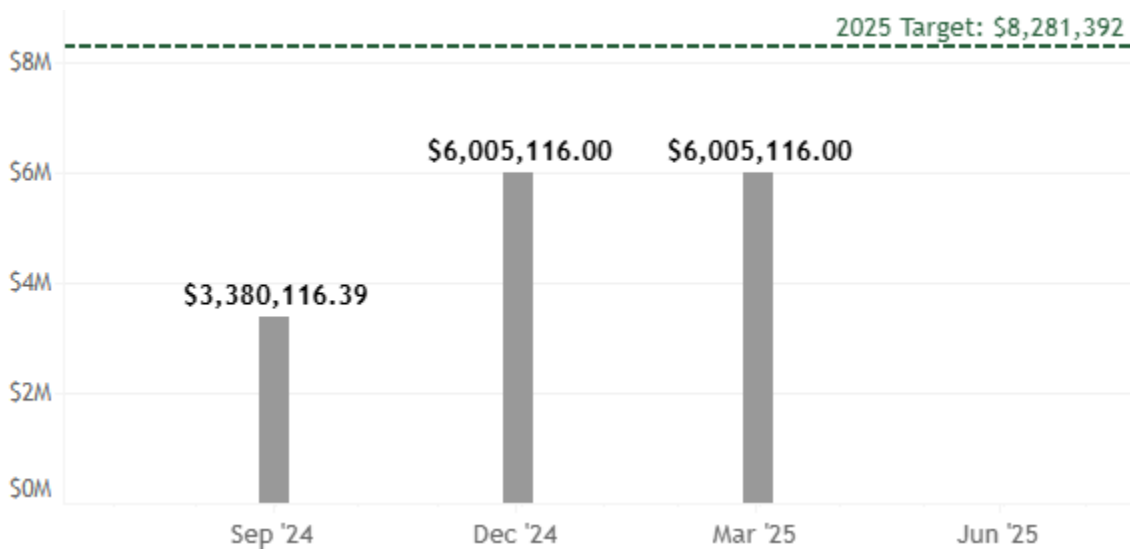
Lead Measure 1: Energy Performance Contracting (EPC) Presentations

Conduct 40 EPC 101 presentations around the state by June 30, 2025.



Lead Measure 2: Building Electrification Grant

Allocate the remaining \$8,281,392 in Building Electrification Grant funds by June 30, 2025.



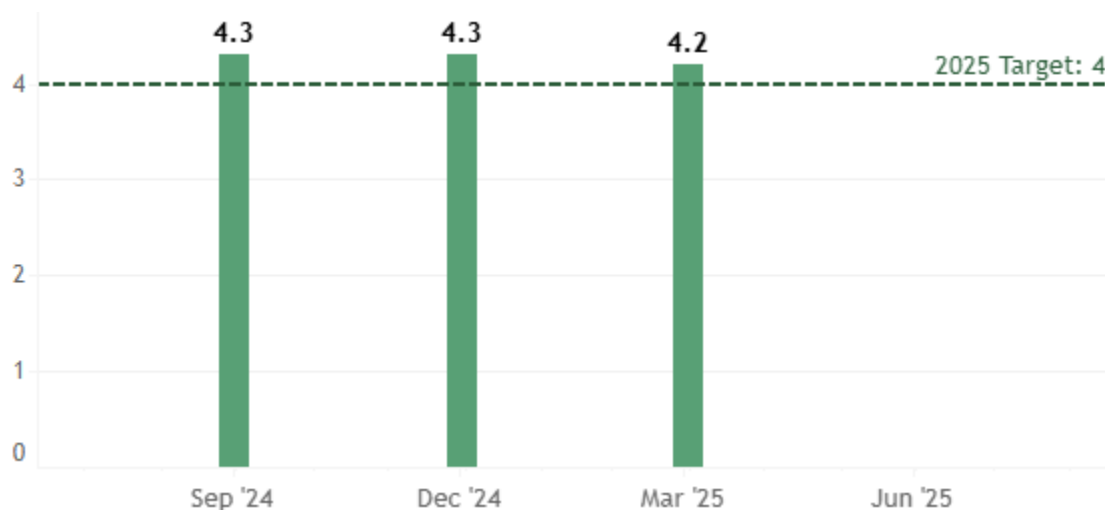
Lead Measure 3: Weatherization Assistance Program Savings

Increase estimated energy savings for the WAP through a variety of services from 28.5 MMBtu to at or above 30 MMBtu per home per year by June 30, 2025.



Lead Measure 4: Weatherization Assistance Program Customer Satisfaction

Maintain average overall customer satisfaction rating of at least 4 out of 5 for surveyed clients of the WAP through June 30, 2025.



Visit the [CEO dashboard](#) to view live data for FY 24-25.

FY 25-26 Wildly Important Goals

On an annual basis, state agencies lead comprehensive internal strategic planning processes that emphasize a focus on a number of Wildly Important Goals (WIGs) 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 Wildly Important Priority goal, the CEO has set the following department-level goals for FY 25-26, which are well-aligned with the goals for the [Energy & Sustainability Cabinet Working Group](#).

WIG 1: Greenhouse Gas Roadmap 2.0 Implementation

The Colorado Energy Office will take action on its 4 lead administrative near-term actions set in the Greenhouse Gas Roadmap 2.0 by June 30, 2026.

Key Strategies:

- Develop and publish the Model Low Energy and Carbon Code (MLECC) alongside a toolkit of guidance and resources to improve compliance with the code by June 30, 2026.
- CEO will participate in or host at least four events to recruit and educate contractors on the heat pump tax credit program by June 30, 2026.
- Develop a draft industrial decarbonization blueprint document to support a comprehensive statewide industrial decarbonization strategy by June 30, 2026.
- CEO will develop and publish a Building Electrification Strategic Plan with support of a vendor by June 30, 2026.

WIG 2: Zero Emission Vehicle Registration

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

This is a three-year goal with the following annual targets:

- FY 24-25: Increase the number of annual new, light duty EV registrations to 55,669 by June 30, 2025.
- FY 25-26: Increase the number of annual new, light duty EV registrations to 78,564 by June 30, 2026.

- *FY 26-27*: Increase the number of annual new, light duty EV registrations to 105,226 by June 30, 2027.

Key Strategies:

- Make awards for 1,100 Level 2 and Direct Current Fast-Charging EV charging station ports across the state through all CEO infrastructure grant programs by June 30, 2026.
- Issue 1,200 EV rebates for old and high-emitting vehicle replacement applicants through Vehicle Exchange Colorado by June 30, 2026.
- Increase the monthly average of EVCO website views from 25,000 per month in FY 24-25 to 30,000 per month by June 30, 2026.
- Through ReCharge Colorado, hold 120 outreach and engagement events, including Ride & Drives by June 30, 2026.