

**PROCEEDINGS OF THE BROWN COUNTY  
HUMAN SERVICES COMMITTEE**

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Human Services Committee** was held on Wednesday, May 27, 2015 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin

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**Present:** Chair Evans, Supervisor Hoyer, Supervisor La Violette, Supervisor Haefs  
**Excused:** Supervisor Robinson  
**Also Present:** Supervisor Lund, Barb Natelle, Erik Pritzl, Jordon Bruce, Chua Xiong, Rob Gollman, Chad Weininger, news media and other interested parties

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**I. Call Meeting to Order.**

The meeting was called to order by Chairman Patrick Evans at 5:30 p.m.

**II. Approve/Modify Agenda.**

**Motion made by Supervisor La Violette, seconded by Supervisor Hoyer to approve. Vote taken.  
MOTION CARRIED UNANIMOUSLY**

**III. Approve/Modify Minutes of April 22, 2015.**

**Motion made by Supervisor Hoyer, seconded by Supervisor La Violette to approve. Vote taken.  
MOTION CARRIED UNANIMOUSLY**

**Comments from the Public.** *None.*

**Report from Human Services Chair, Patrick Evans**

Evans noted that he had received an e-mail earlier in the day from Kewaunee County that indicated the Human Services Committee and the County Board needs to pass a resolution approving the disbanding of the NEW Family Care organization that first started here. Evans would like a special Human Services meeting prior to the next County Board meeting to approve this.

**1. Review Minutes of:**

- a. **Aging & Disability Resource Center of Brown County (March 26, 2015).**
- b. **Board of Health (March 17, 2015).**
- c. **Board of Health (April 28, 2015).**
- d. **Children with Disabilities Education Board (May 7, 2015).**
- e. **Human Services Board (May 14, 2015).**

**Motion made by Supervisor Hoyer, seconded by Supervisor La Violette to suspend the rules to take Items 1a-e. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Motion made by Supervisor Hoyer, seconded by Supervisor Haefs to receive and place on file Items 1a-e. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Communications**

2. **Communication from Supervisor Robinson re: That the new County Human Services Director and the Human Services Department staff put together a report to be presented at the August Human Services Committee, with monthly updates to the Committee that examines: CTC/In –patient Mental Health & AODA County Services; community Mental Health and AODA County Services;**

**Mental Health and AODA services offered by the community in general with which the County has a partnership. *Standing item.***

**Motion made by Supervisor Hoyer, seconded by Supervisor Haefs to place on next month's agenda. Vote taken. MOTION CARRIED UNANIMOUSLY**

### **Syble Hopp School**

#### **3. Syble Hopp School 2015-2016 Budget.**

Syble Hopp School Administrator Barb Natelle talked about the playground at the school and noted that they would like to have improvements made but the cost estimate for that was \$250,000. An anonymous donor then came along and said he had \$427,000 to give the school and Natelle stated that she would use it for playground equipment. This donor, on his deathbed, told his attorney to tell Natelle that he did not want his donation used on playground equipment but wanted it used for something that would last at least 25 years. Natelle, in turn brought this to the Board and the suggestion was made to bring the playground indoors to alleviate concerns with deteriorating equipment due to the weather conditions in Wisconsin. Syble Hopp then brought in an architectural firm to talk about an indoor sensory courtyard which would cost approximately \$2.5 million dollars. The parent organization at Syble Hopp took on this project and raised \$2 million dollars so construction on the project will begin on Monday. Natelle stated that having an indoor courtyard will provide for both indoor and outdoor play time as well as a walking path, a tranquil area, an area for things like soccer and basketball and an area with mobile sensory carts. Natelle is very excited about this project and indicated that there is no budget impact to the school.

Supervisor Haefs asked what the base salary is for teachers and subs. He felt the base is what they make, each individually. He continued that Syble Hopp has 43 people and it seems that the baseline of the budget should be broken down so the average person can see what a person makes. The maintenance mechanic base salary is \$39,000, but because it is a half position, the base salary is \$19,000. Haefs continued that with the recent class and comp study where the wage skills were broken down, something should correlate so you would be able to see in the budget that there are "x" number of people in certain positions that make a specific salary. Natelle stated that she does have all of that information and she can provide it to Haefs. Haefs noted that he would like to see the full-time employees broken down to say here's what the salary is to equal the costs. He would like to see this information in a printed fashion.

Haefs also asked if when this Syble Hopp budget is approved, the salary and benefits packages are also approved. Haefs wanted to know if the employees are getting a raise and what is happening with their wages. Natelle stated that they submit what they know to be the health and dental benefits from July 1 through December 30 and those figures are based on information provided by the County. Salaries are based on a 1.5% increase and Syble Hopp also has a merit system in addition to that which is set by the school board. Haefs stated that he is old school and he used to sit down with employees and discuss benefits such as raises and insurance. He noted that the Committee did not have any input as to merit raises at Syble Hopp and he would like to know who sat down to determine what they will do for employees. Natelle responded that the Syble Hopp school board makes the decisions on this. Haefs stated he would like to see what different employees receive for their wages. He feels that people's income with health insurance costs and other things are going backwards. With Act 10 things went backwards and there needs to be some catch up. Haefs wants to make sure that people are being treated fairly. He does not know what the breakdown of the wages is and he is trying

to get a grasp on this. He noted that last year salaries and benefits were not determined by the worth of the employees. The Executive said there was this much money in the pot and this is what an employee was worth. He is not afraid to raise taxes or spend up to a certain point, but he is just trying to make sure that everyone is being treated fairly. Natelle responded that so much of this is governed by Act 10 and so many of the things that Haefs described have happened. Haefs clarified that Act 10 allows the County to do things, but it never mandated it. Natelle continued Act 10 was very specific for teachers as to retirement and the other types of things that must be done and was also very specific on the amount of raises that a teacher can get. She thanked Haefs for his concern and noted that it is hard to address this while keeping their levy the same.

Haefs asked again what happened with the employees as he is trying to see if everyone got a raise and what happened with the health insurance. Natelle stated that the employees' share of health insurance increased because of Act 10 and they also had to pay into their retirement. Haefs stated that it upsets him and at least one other member of the County Board that an employee is given a raise but then their insurance premiums go up in an amount over and above that raise. Ultimately, with the loss of the bargaining units in Act 10 it came down to a sense of fairness for the employees and Haefs stated he has been honest as to what the fairness means, and he does not want to see the employees losing money. He is not in favor of simply approving this budget without knowing. Natelle stated that she can provide the requested information to Haefs but she does not know how it is handled by other departments. She stated that she prepares her budget the same way other school districts do and noted that the levy has not increased and is at \$2.8 million dollars. Haefs explained that the levy can increase and property taxes can still be lowered. He continued that the levy was a campaign promise made four years ago and the employees are getting stuck because of that promise. Last year there was several million dollars that could have been used without having taxpayers pay any more for their homes or businesses. Haefs is trying to set the stage because November is coming up and he hears that there is a million dollars for the rest of the employees and he does not want to see employees get hurt and reiterated that he wants to see everyone treated fairly. He continued that the employees work hard and do a wonderful job and he has a hard time voting for this tonight because frankly he does not know if the employees are being treated fairly. Natelle continued that the comparables used by Syble Hopp are other school districts and they go through the same process as other school districts do to set base salaries. Natelle stated that they have to stay within the cost of living and she noted that their employees receive the same salary increase as set by the County Board and, in addition to that, some employees also receive merit increases. Haefs would like to see Syble Hopp on the same budget cycle as the rest of the County but Natelle explained that state law mandates their budget year. Haefs stated that he may ask Natelle to come forward at the next County Board meeting to explain what happened with these positions and what happened to the employees, such as if their increases in salary covers increases in insurance costs. Natelle stated that it would be easy to say if things would not change in January, but she noted that insurance changes are based on the calendar year and Syble Hopp has a different fiscal year than the calendar year. Natelle stated that they predict and hope that the insurance premiums will remain the same.

Director of Administration Chad Weininger noted that the insurance plan that was approved last time was the HRA tier system which really lessened the impact of costs to any employee so any employee has the goal of regaining the HRA, and the HRA does not take it out of the person's pocket which lessens the burden. Weininger continued that last November the Board made the decision to lessen the burden on the employees so realistically if they were not affected there, there should have been a net increase, however, they did increase the total deductible, but that

would have only affected employees who had a catastrophic event and did not have the HRA to fund it. Weininger continued that to go into the individual pieces that Haefs is looking for would be very hard because you would have to know specifically what each employee went to the hospital for if anyone was out catastrophically. Overall, however you could probably make the ascertainment that they received "x" amount of increase and unless they did not qualify for the HRA, it would not have come out of their pocket, it just would have been the extra money the County would have given to them, but any catastrophic pieces would have to be figured out.

Weininger continued that Haefs is trying to help Syble Hopp out by trying to be fair and he is well intended in his questions. He stated that he was hoping to have a good estimate where he could report back on the health insurance, but meetings have not happened yet so this information will not be available for a few more weeks. Weininger stated that if you look at the overall picture of the health of the workforce, it is working out well and the people in the bottom categories have moved up by about two categories which is helpful in reducing the overall premium costs and thus will help the employees' bottom line. They will continue to work through the other pieces but it is not as easy to cost out the total package dollars as it used to be because when looking at the nuances of the healthcare plan there are pieces for going from tier 1 to tier 2 for primary and secondary care doctors which will have an effect on the employee's bottom line, but this cannot be drilled down without access to what doctors the employees saw, however, it was noted that the majority of employees should have had a net positive.

Haefs stated that what he is getting at is that the Committee and the Board needs to watch what is happening. He noted that most Committees simply pass the budgets as presented but the Human Services Committee took the time last year to look it over and several supervisors at the meeting agreed that this is what they should be doing. He realizes things are changing, but when he looks at things like insurance, he wants to be able to have information so he can look at it and say that if we do that, it is going to wipe out what the people got for a raise and more. He is trying to get a picture in his mind that people are not losing money. He felt that if there are people doing good work but could lose a few pounds they should not be penalized under the tier system.

Weininger understood what Haefs was looking for and he will talk to HR and get as detailed of numbers as he can. Haefs responded that he would like to have the County Board send something to the Executive saying to forget about his political goal and instead focus on making sure that the employees reach the median level from the study and he would like to see them get a raise that is not offset by increased insurance premiums. Haefs does not want to see any employees losing money, although he knows this will not happen. He said that the way things work now is the Board is told how much money there is that is how the rates are set and he felt this was wrong. He thinks the Board should be sending to the County ahead of time what they think the employees should get.

Evans stated that Syble Hopp is set up a little differently than the other departments in that they have their own psych ward and are basically governed by the State. The County does have some levy dollars that go to them, but more or less they have their own governing board. Evans asked Haefs if he would like to have Natelle at the County Board meeting in June and Haefs stated that he would assume that she would be there to answer any questions, especially when Syble Hopp is getting \$2.8 million dollars of the levy.

La Violette stated that when Supervisors want a levy recap, it is always good to meet with the department heads ahead of time of the meeting so that they can be prepared and La Violette would like to see Haefs meet with Natelle prior to the County Board meeting to work through things.

**Motion made by Supervisor La Violette, seconded by Supervisor Hoyer to approve the Syble Hopp School 2015-2016 Budget. Roll Call taken: Ayes: La Violette, Evans, Haefs, Hoyer. MOTION CARRIED UNANIMOUSLY**

#### Health Department

4. **Update on Supervisor Hoyer's Communication re: Assessment of outdoor coal piles on the western shore of the Fox River as a health risk and a source of airborne pollutants, as well as proposals for remediation and elimination of the health consequences on our citizenry. *Held until May, 2015 meeting to allow the Health Department to provide further information.***

The Health Department provided a hand out with regard to this, a copy of which is attached. Environmental/Lab Manager Rob Gollman outlined the estimate provided in the handout and wished to point out that these numbers are based on use of a device that is not EPA approved which is a critical piece for an assessment. These numbers were put together utilizing a device that is recognized for screening only and that device costs about \$7,000. Gollman stated that they were not able to get estimates for an EPA approved device, but he thought it would be in the neighborhood of \$30,000 based on information he has and he also noted that an EPA approved device would be necessary to do a study that would be able to undergo any sort of legal challenge regarding enforcement action or orders that would be issued. Gollman continued that he had a lengthy conversation with Ryan Wozniak from the Wisconsin Bureau of Environmental and Occupational Health. Gollman asked Wozniak if any Health Departments had done a study of this sort and Wozniak replied that he was not aware of any studies like this. Wozniak's advice was that if the County wishes to move forward with this, that an environmental consulting firm would be the best approach and this has been done in previous cases. Evans asked Gollman if he supported that recommendation and Gollman replied that he has no idea of what the cost would be.

Heath Director Chua Xiong advised the Committee that she made a phone call to the Chicago Health Department regarding their study and she was advised that they contracted with CD Smith, a consulting firm, and the Chicago Health Department Environmental Division consulted with a special agent to go ahead and do the research study. The Health Department then went ahead and used their test and analysis as the source to make rules and regulations. Xiong also indicated that she had called the Environmental Division to find out the cost of the study and she will advise Supervisor Hoyer of the information she receives from them when she hears back.

Xiong continued that a very bare minimum cost estimate would be how many hours would be needed to do the research study and a lot of the study would have to be based on a six month to one year period in order to get a good sample. She stated that the environmental health staff would have to put in at least three hours a day, five days a week for 24 weeks and also noted that the readings would vary with weather conditions.

Gollman continued that with a study like this, what really needs to be captured are peak events, such as unloading a coal barge where there is active movement of the material. High wind events would also have to be noted as weather conditions are crucial in where the monitoring equipment is set to get an active representation of the fugitive dust that is generated from the coal piles. This would involve a long-term analysis and key events would have to be earmarked.

La Violette asked if a study like this was done in-house, which she does not think is a good idea, but if it were to be done in-house, what other services or jobs the Health Department would have to do without. Xiong stated that license inspections, odor issues and nuisance complaints would have hours taken away as well as the staffs' other duties.

Hoyer thanked the Health Department for their information. He stated that he was approaching this question because he was approached by a constituent and was trying to look at this from a number of angles including what is going on in the neighborhood, what has been done and the overall health impact. He has tried to get a variety of different pieces of information. Hoyer noted that there was an air quality study done about 20 years ago at the water facility and what it showed at the time was that while there may be discoloration from the dust, there is a lot of other city dust and particulates that contribute to it.

Hoyer continued that C. Reiss Coal invited him to see their facility to see what they are doing and how things have changed and he felt that C Reiss does think about this and it has gotten better. Hoyer suspected that if there is some sort of filter analysis done even though there is a lot of darkness, the ultimate truth is that there is a lot of different air debris and issues that are going on and making an impact on the area. After spending time at C. Reiss Hoyer feels they are doing their due diligence and he encourages them to continue to do whatever they can to try to help this. Hoyer continued that when it comes to his constituency, he wants them to be comfortable talking to him about issues. He thinks the question is whether this is a squeaky wheel constituent or if there is still an occurrence issue that is impacting the neighborhood. Hoyer also noted that he had spent some time doing research on the impacts of coal dust on health, but in terms of fugitive coal dust, in spite of the mitigation or retention efforts during key times and during higher winds, there is not necessarily an increased result of asthma or other issues. He concluded that by putting all of this information together, the question is is this something that should be monitored every 20 years or so to see where we are at. He felt that from the evidence he has seen, from a health perspective, the coal dust is not necessarily having a health impact. Xiong agreed and noted that in literature she has reviewed she has not seen anything striking saying that it is a health implication and she also said it should be kept in mind that this is not a contained area that can be measured. Since it is an outside location it is very difficult to monitor and measure.

Jeff Schoepke, C. Reiss Coal Company, was in attendance at the meeting. Evans asked him if there have been any environmental impact studies on any of the other properties owned by Koch Industries. Schoepke responded that there was a study done about 15 years ago about people that live in the vicinity of a coal mine and the bottom line of that study was that the impact is no greater than those living in other areas that are affected by dust. Coal dust, by itself, is no more carcinogenic or problematic than other particulate matter of the same size. Schoepke stated that coal dust by itself is no more toxic than any other dust. Evans asked if Koch Industries has other large coal piles and, if so, if there are issues or studies. Schoepke responded that they have multiple facilities that have different mixes of bulk materials such as coal, salt and petroleum so it is very difficult to compare one facility to another. He is not aware of any study that would be applicable to this situation but there has been a lot of analysis of the health impact of particulate matter and the size of particulate matter that comes from coal and at what exposure rates it is harmful or not harmful. Evans asked Schoepke if other communities have felt that coal piles are causing problems. Schoepke responded about the controversy in Chicago that is ongoing, but noted that that is a much larger facility, about seven or eight times the size of the local coal piles and those facilities will not be changing the way they operate.

Evans continued that C. Reiss has always stated that they want to be good neighbors and he feels that they are trying to and asked if the Board were to move forward with a study if C. Reiss would consider funding a portion of it as it would be helpful to their organization as well. Schoepke responded that they would be interested in sitting down to discuss this further as it would depend

on what exactly would be studied. He stated that the state and federal regulations and the fugitive dust plan are all pretty robust and they do a lot of things over and above what is required. They do get concerned when there is talk of monitoring at a particular facility or area, and what is being measured. C. Reiss stated that they obviously want to have the best data they can and he also indicated that any supervisors would be welcome to visit the facility at any time.

Evans asked if mitigation efforts change from winter to summer. Schoepke stated that there are a lot of mitigation practices being used. There is a chemical crust that can be used to keep a pile for a longer period of time. Water can be used during the summer months and there is also a snow machine available that is used in the winter. C. Reiss also is sure to keep the pile heights and peaks at the right level so the wind does not affect them more than necessary and they also have current meteorological data onsite to help anticipate changing winds so adjustments can be made. Evans concluded that he definitely has concern for the people of Brown County when it comes to health issues and he does rely on county staff and knows that this will be taken seriously. Hoyer stated that ultimately when there is fugitive dust it is a nuisance, but all nuisances cannot be outlawed. He also knows that moving the piles is a long-term conversation and is something that would benefit everybody, whether it be the capacity to bring in coal on ships easier without having to go through the harbor or the construction and development that is going on in the downtown area or the impact of the piles on the homes of the citizenry that live nearby.

Haefs noted that he does not recall ever addressing the health consequences of coal dust and he was interested in this. Gollman noted that when he was a field inspector the Green Bay Yacht Club was in his district and he worked with an inspector on a coal dust nuisance issue, but this was in regard to the fugitive dust from the Pullium Plant and not the coal piles. Haefs felt that there were probably test cases out there that would be applicable to this situation, but to his knowledge the county has not done any studies. Schoepke stating that moving the piles would be some something that C. Reiss is open to however; there are a lot of logistical and financial issues that would need to be resolved first.

**Motion made by Supervisor Hoyer, seconded by Supervisor La Violette to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

#### **Human Services Department**

5. **Resolution re: Helping families move from homelessness to self-sufficiency. *Standing Item until such time that there is action to be taken.***

**Motion made by Supervisor Hoyer, seconded by Supervisor La Violette to hold for one month. Vote taken. MOTION CARRIED UNANIMOUSLY**

6. **Executive Director's Report.**

Human Services Director Erik Pritzl stated that his director's report was contained in the agenda packet. He added that the new nursing home and hospital administrator, Lucas Schubert, will be starting on June 8, although he will be in the department intermittently before that. Pritzl also noted that the federal review of the CTC was completed and he hopes to have the final report soon. Master scheduling changes are also being worked on at the CTC, especially around CNA full-time employee coverage to be sure that they are appropriately staffed based on need. This may result in a change in the FTE count. Pritzl also noted that he has done some meet and greets at the CTC to get to know the staff.

Pritzl continued that key management staff went to Wausau recently to visit a template for the CBRF as they are trying to increase census at Bay Haven. They received valuable information that will be used to look at what needs to be done in Brown County. Pritzl also stated that he has had some

enlightening conversations with surrounding counties and found that at least two counties thought that the facility was for Brown County use only. Pritzl informed them that they had access to the facility and Human Services will be working to broadcast that to other counties as well.

With regard to the Community Programs side, there was recently information from the joint finance committee that the proposed changes for Family Care and ADRCs were recommended to be rejected by that committee with limited authority of Health Services to negotiate on this. Pritzl stated that he had heard that there may be tweaks and he will keep the Committee advised.

Haefs stated that the budget is an ongoing procedure and noted that last year this Committee heard about wait lists for services, yet there was money available that could have been used to take care of some of these problems. He continued that all last year when the Committees heard from directors they never heard where the departments were hurting and where there were needs. The target levy was made and that determined the wait list, but Haefs felt that the Committees should be looking at how to address these issues first, and then determine how to fit things in the budget rather than saying there is only so much money available. As we go along, Haefs would like to know when there are trouble areas and if someone is in need he wants to know about it so it can be addressed. The artificial caps and limits that are being made as part of political promises are not working for him anymore.

Pritzl responded that what Haefs said makes sense in a few different ways. He continued that on the program side, there are people waiting for services and he felt it was important for the Committee to know what the waits looked like. On the other side, Pritzl stated that the Committee should also be aware of any budget concerns. Haefs stated that last year the department heads came before the Committees in the budget process and they all said they met target levy and then the budgets were approved. Haefs said if there are needs out there, he is ready to address them. He stated that in the old days budget requests were submitted and the Board would work through them and arrive at what was appropriate taxation. Now, the departments are directed to meet a levy, no matter what is going on. In the past he voted to raise taxes to provide the services that are needed. He felt that the more the County holds the levy cap limit the further in the hole the County will get. Haefs continued that the Board should be given options, not simply meet the levy target and then the Board should fight out the tax issue.

**Motion made by Supervisor La Violette, seconded by Supervisor Hoyer to receive and place on file.  
Vote taken. MOTION CARRIED UNANIMOUSLY**

**7. Departmental Opening Summary.**

**Motion made by Supervisor La Violette, seconded by Supervisor Hoyer to receive and place on file.  
Vote taken. MOTION CARRIED UNANIMOUSLY**

**8. Financial Report for Community Treatment Center and Community Programs.**

**Motion made by Supervisor La Violette, seconded by Supervisor Hoyer to receive and place on file.  
Vote taken. MOTION CARRIED UNANIMOUSLY**

**9. Statistical Reports.**

- a. **CTC Staff – Double Shifts Worked.**
- b. **Monthly CTC Data – Bay Haven Crisis Diversion/Nicolet Psychiatric Hospital.**
- c. **Monthly Inpatient Data – Bellin Psychiatric Center.**
- d. **Child Protection – Child Abuse/Neglect Report.**
- e. **Monthly Contract Update.**



**Motion made by Supervisor Hoyer, seconded by Supervisor La Violette to suspend the rules and take Items 9a-e together. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Motion made by Supervisor Hoyer, seconded by Supervisor La Violette to receive and place on file Items 9a-d. Vote taken. MOTION CARRIED UNANIMOUSLY**

10. **Request for New Non-Continuous Vendor.**

**Motion made by Supervisor Hoyer, seconded by Supervisor La Violette to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

11. **Request for New Vendor Contract.**

**Motion made by Supervisor Hoyer, seconded by Supervisor La Violette to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Aging & Disability Resource Center – No agenda items.  
Veterans Services – No agenda items.**

12. **Such other Matters as Authorized by Law. None.**

13. **Audit of bills.**

**Motion made by Supervisor Haefs, seconded by Supervisor Hoyer to pay the bills. Vote taken. MOTION CARRIED UNANIMOUSLY**

14. **Adjourn.**

**Motion made by Supervisor La Violette, seconded by Supervisor Hoyer to adjourn at 6:42 pm. Vote taken. MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Alicia A. Loehlein  
Recording Secretary

Therese Giannunzio  
Transcriptionist

## ESTIMATED BUDGET COST FOR AIR QUALITY STUDY

Budgeted Item	Hours	Total Salary	
Environmental Staff – salary/fringe	360	\$12, 960	
Clerical	120	\$2,912	
Program Manager	120	\$5,299	
Director	24	\$1, 286	
<b>Salary/Fringe Sub-Total</b>		<b>\$22,457</b>	
<b>Mileage</b>	<b>240 miles</b>	<b>\$110</b>	
<b>Equipment</b>		<b>\$7,000</b>	
<b>WI State Lab</b>		<b>(?)</b>	
<b>TOTAL PROGRAM COST</b>		<b>\$29,567</b>	

**Environmental Health Staff:**

3hrs/5 days/24wks (work hours vary based on weather conditions)

**Clerical Support:**

1hr/5days/24wks  
 Package and Shipment of samples  
 Compile Data

**Program Manager:**

1hr/5 days/24wks  
 Oversee the research study and provide guidance to environmental staff on sampling, analysis of results

**Director:**

1hr/weekly/24wks  
 To review and analyze data with Program Manager and Environmental Staff