2021

SUSTAINABILITY REPORT

TRAVIS COUNTY, TEXAS

PREPARED BY THE TRAVIS COUNTY SUSTAINABILITY TEAM



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INTRODUCTION

Welcome to the FY2021 Annual Sustainability Report.

The intent of this report is to provide an overview of sustainability efforts and performance across all County operations including energy and water usage, waste diversion and recycling, transportation, and other County policies and practices. Sustainability for us represents our capacity to manage, maintain, and improve current environmental, economic, and social structures over time. Sustainability is also a critical element in developing resiliency in the face of climate change.

The pandemic continued into 2021, however, COVID-19 vaccinations helped lower cases, hospitalizations, and deaths from the virus. There were still many ups and downs, as new variants of the virus emerged, hospitals and healthcare centers became overwhelmed and reached mass capacity. Additionally, there were many record breaking weather events in 2021 that were made more extreme due to climate change — a deadly heat wave in Canada and the Pacific Northwest claimed the lives of nearly 700 people, Hurricane Ida in the gulf coast was the fifth costliest weather disaster in world history at an estimated $75 billion, and China and Europe experienced the most costly floods in their history at $30 billion and $43 billion respectively. Moreover, Central Texas experienced a disastrous winter weather event that brought heavy snow, freezing rain, and severe cold, resulting in 246 deaths and $23 billion in damage. Many Texans went days or weeks without power, heat, and potable water, with others experiencing home flooding and damage due to burst pipes. While we hope our state lawmakers and regulators will enact solutions to improve and winterize our power grid, we need to ensure our community is prepared for the next winter storm and other record-setting disaster events that are becoming more common. To meet the challenges looming ahead, Travis County is taking steps to increase resiliency and preparedness by collaborating with other organizations in our region like the City of Austin and Austin Independent School District to identify and improve emergency shelters, working with CAPCOG to continue to promote the Warn Central Texas platform to share emergency alerts with communities across the region, and the Commissioners Court approved two new staff members dedicated to community resiliency efforts.

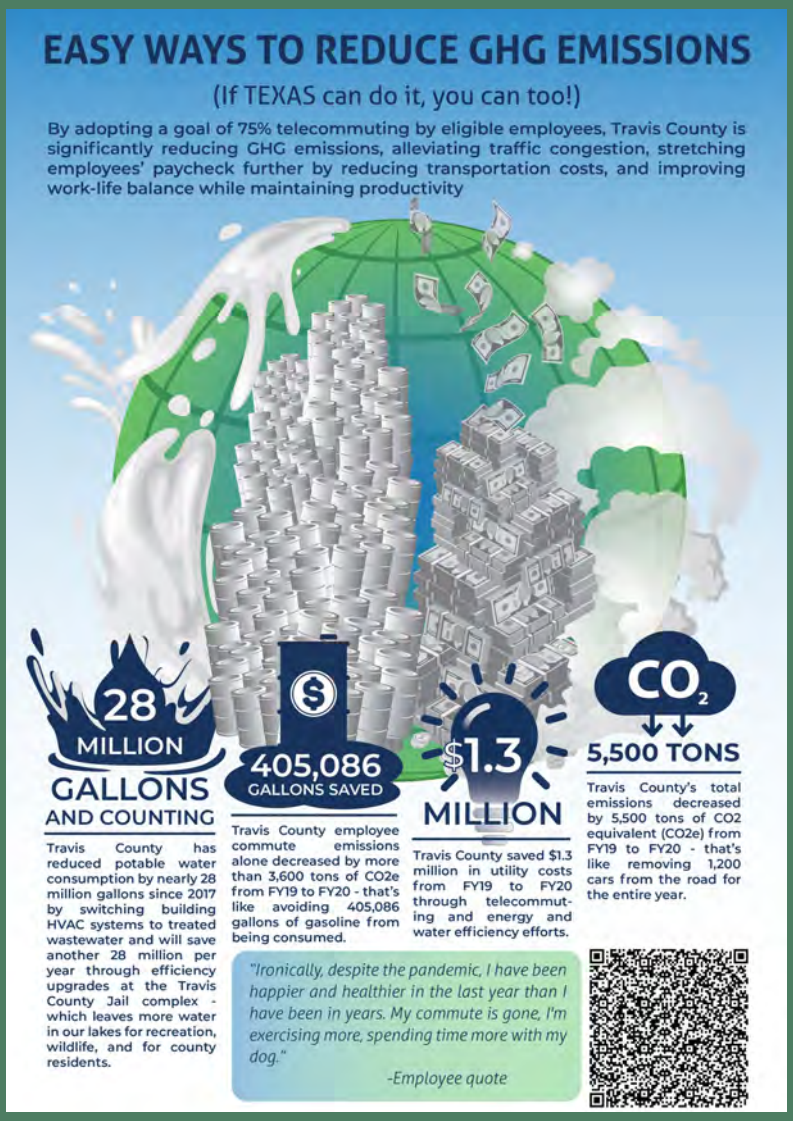
In 2021, the pandemic continued to affect County operations and progress towards achieving our sustainability goals. A large majority of employees continued to telecommute, decreasing emissions and improving air quality in the Central Texas area. We have seen a 17% decrease in our greenhouse gas (GHG) emissions from FY2019 to FY2021, a significant accomplishment that can be attributed to telecommuting and vehicle fleet improvements. However we have seen an increase in medical waste due to COVID-19 testing, treatment, and vaccine distribution, and continue to determine how to best use and operate County facilities with many employees and residents now seeking virtual services. While there has been an exciting amount of progress and innovation, there is much more work to be done.

Thank you to all those who contributed to the figures, success stories, and information within this report. Sustainability is an organization-wide effort and these results would not be possible without countless County employees helping to drive positive change day in and day out.

JON A. WHITE

Director, Natural Resources & Environmental Quality Division
Travis County Transportation & Natural Resources Department

HIGHLIGHTS



- Commissioner Shea attended COP26 in Glasgow, Scotland. The Sustainability team created an infographic for Commissioner Shea to share at the conference. The infographic highlights the many benefits of shifting to telework for most County operations, which include utility cost savings, reduced CO2 emissions, traffic congestion, and more.
- The Purple Pipe Program saved over $120,000 and more than 6 million gallons of potable water in FY2021.
- Adoption of Lights Out Resolution: From April 19th thru May 7th, Travis County's downtown buildings turned off lights from 11pm to 6am as part of the Lights Out Campaign to help save migrating birds.
- Adoption of EV Resolution: This resolution directs staff to develop a County Fleet Electrification Plan which will transition the county fleet to electric vehicles.
- The Commissioner's Court approved hiring two new team members within the Environmental Quality Program—a Project Manager and an Environmental Specialist Senior—that will focus on community climate resiliency.

CLIMATE ACTION PLAN UPDATES

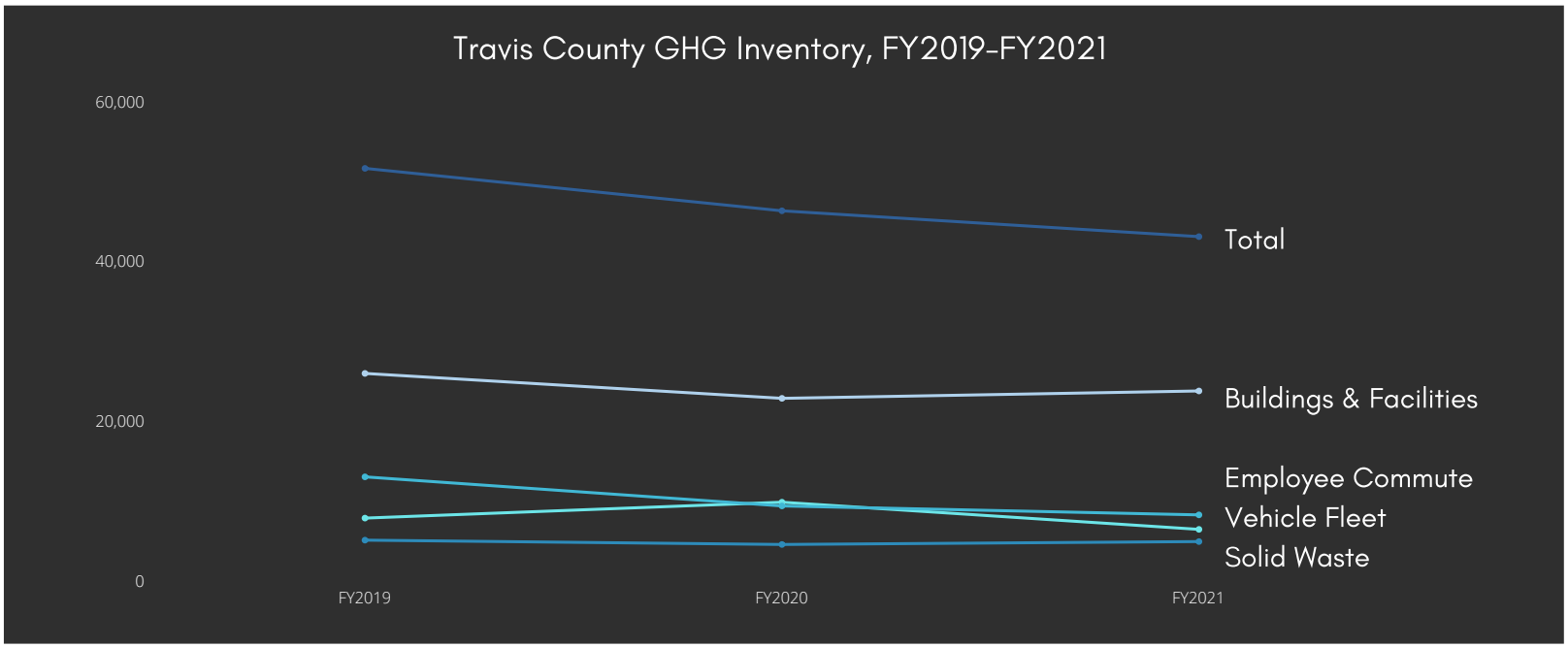
The FY21 Sustainability Report focuses on short term priorities outlined in the Climate Action Plan:

Focus Area	Activity	Status
Energy	Increase temperature range to use less A/C	Implementation has started. FMD is adding Building Automation Systems (e.g. temperature control) to three buildings per year.
Energy	Monitor and manage energy use (turn out lights, install additional occupancy sensors, etc.)	Implementation has started. FMD has installed energy efficient equipment in buildings and will continue to do so.
Energy	Engage employees about energy costs and conservation (light switch signs and other tools to encourage conservation)	Implementation has started. Lights Out Texas banner on Travis Central was created to educate employees about energy conservation and light pollution. Annual reminders will be sent to employees.
Organizational Culture and Process Improvement	Update space standards to use smaller, shared spaces to encourage teleworking and office hoteling	Implementation has started; waiting to receive final recommendations from Deloitte
Organizational Culture and Process Improvement	Install more water bottle filling stations and encourage reusable bottle use	Implementation has started. FMD has added water bottle filling stations in newly constructed buildings.
Organizational Culture and Process Improvement	Communicate organizational goals on Travis Central - more information about existing programs and goals	Implementation has started. ITS has been digitizing County processes and replacing paper forms with electronic alternatives. On track to digitize all HR forms by end of 2022.

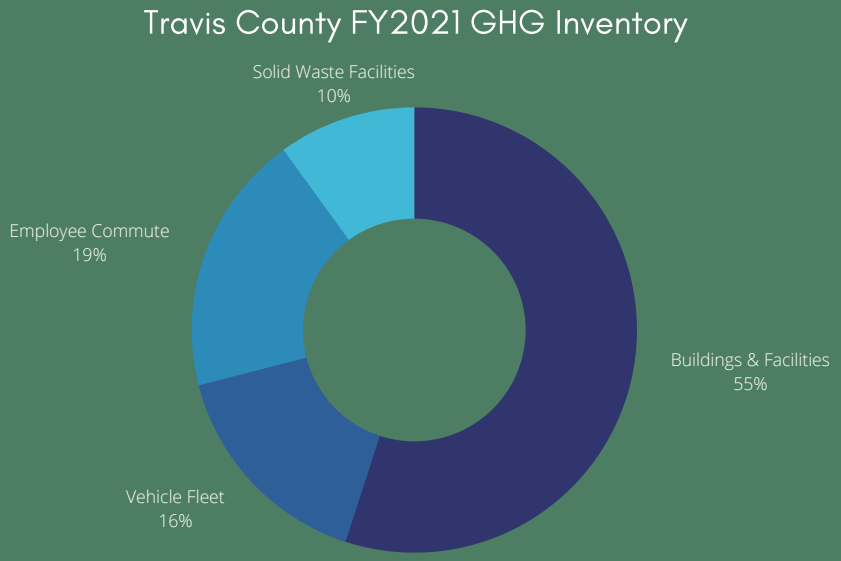
CLIMATE ACTION PLAN UPDATES

Focus Area	Activity	Status
Purchasing/Procurement	Develop a webpage or reuse platform for County resources and supplies (office supplies, computer equipment, and other small items)	Implementation has started. Reuse resources for employees have been created and posted on Travis Central. The Reuse Store has been put on hold to evaluate the need after the pandemic subsides and County office-based operations return to a more normal state.
Transportation/Fuel Response	Streamline telecommuting process and provide more acceptance/support for telecommuting	Implementation has started; waiting to receive final recommendations from Deloitte
Waste/Recycling	Don't have trash cans in every office - centralized recycling and waste collection	Implementation has started. FMD custodians currently empty both the mini max and regular deskside waste containers.
Waste/Recycling	Provide more information on what can be recycled and regular reminders to recycle- Travis Central	Implementation has started. Earth Day banner on Travis Central was created to educate employees about conservation and recycling. Annual reminders will be sent to employees.
Waste/Recycling	Have custodians collect recycling in all buildings (not just trash)	Implementation has started. FMD collects deskside recycling in most County buildings, with the exception of thise that do not prefer deskside recycling collection.

GREENHOUSE GAS (GHG) INVENTORY

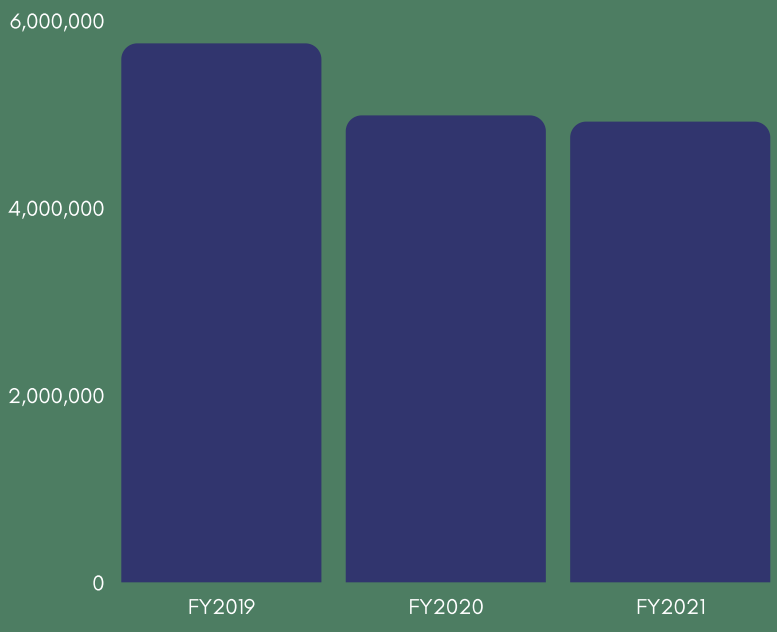


Travis County saw overall GHG emissions drop by 7% - largely due to the shift of employees working from home, as well as utilizing more hybrid vehicles in the County fleet. While the County saw emissions decrease for vehicle fleet (31%) and employee commute (12%), the County also saw emissions increase for buildings and facilities (4%). While it appears that emissions from solid waste declined between FY2020 and FY2021, this was due to a change in methodology that we anticipate will improve the accuracy of reporting. Although emissions dropped, there is still a great deal of work to be done to continue to lower emissions and achieve a net zero emissions goal by the end of the decade.

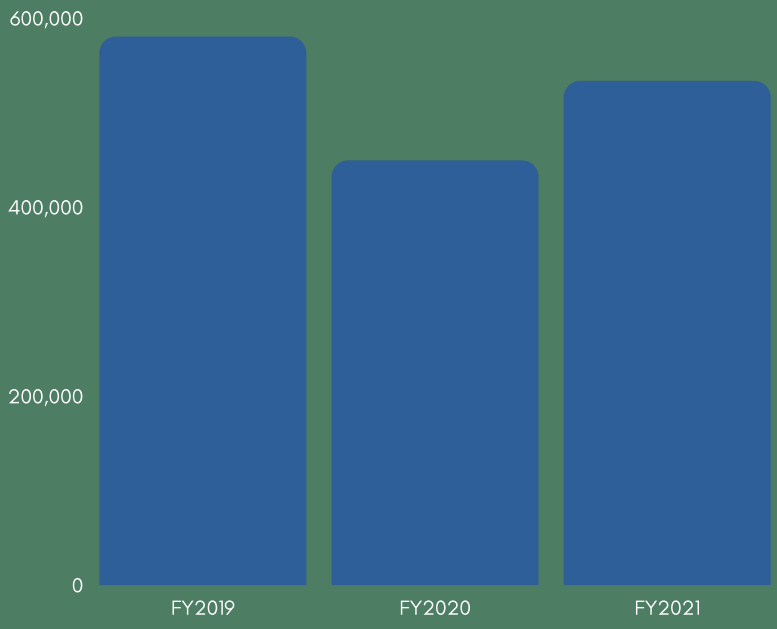


ENERGY

Cost of Electricity, FY2019-FY2021



Cost of Gas, FY2019-FY2021



ELECTRICITY

Electricity consumption was relatively constant between FY2020 and FY2021. Comparing FY2019 (pre-pandemic) to FY2021, the county has saved almost $837,000 in electricity costs, which is largely attributed to employees telecommuting rather than coming into the office. Additionally, with fewer employees in buildings, building temperatures can be adjusted to conserve resources.

FY2021 Electricity:

- **Usage: 54,056,239.26**
- **Cost: $4,916,441.04**
- **Usage Per Capita: 9,955**
- **Cost Per Employee: $905.42**

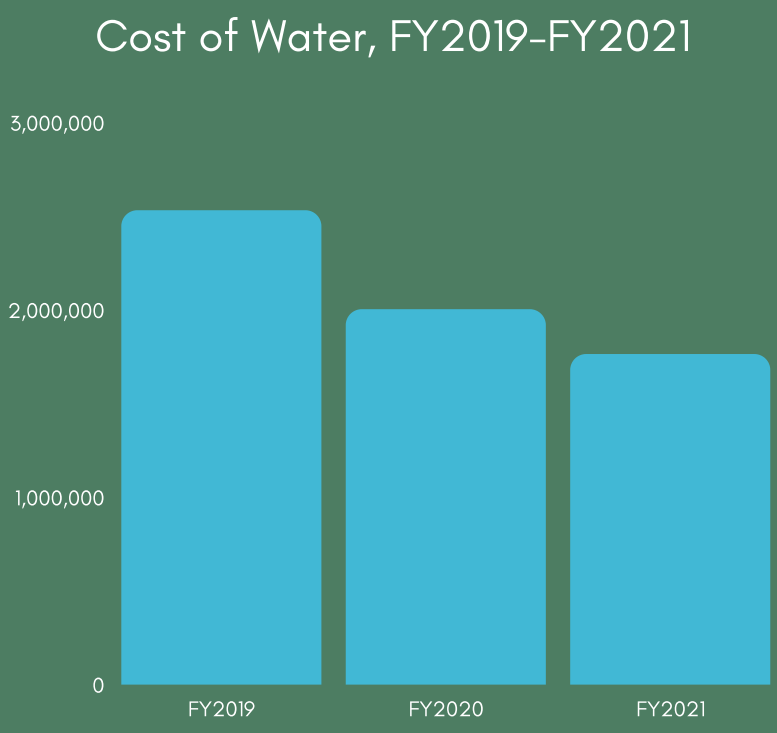
GAS

Natural gas usage increased by 65% between FY2020 and FY2021, resulting in an $84,000 cost increase. The substantial increase is largely due to the winter storm in early 2021. Prolonged below freezing temperatures placed a burden on Texas' power systems, notably natural gas. Despite the higher natural gas usage in FY2021, the county saved almost $50,000 on natural gas between FY2019 (pre-pandemic) and FY2021.

FY2021 Gas:

- **Usage: 42,417,180.63**
- **Cost: $533,066.35**
- **Usage Per Capita: 7,812**
- **Cost Per Employee: $98.17**

WATER



Water consumption was lower in FY2021 compared to FY2020, resulting in almost $240k in savings. Comparing FY2019 (pre-pandemic) to FY2021, the county has saved almost $770,000 in water costs, which is largely attributed to telecommuting because employees are working from home and not coming into the office.

FY2021 Water:

- **Usage: 126,401,758.21**
- **Cost: $1,762,843.29**
- **Usage Per Capita: 23,278**
- **Cost Per Employee: $324.65**

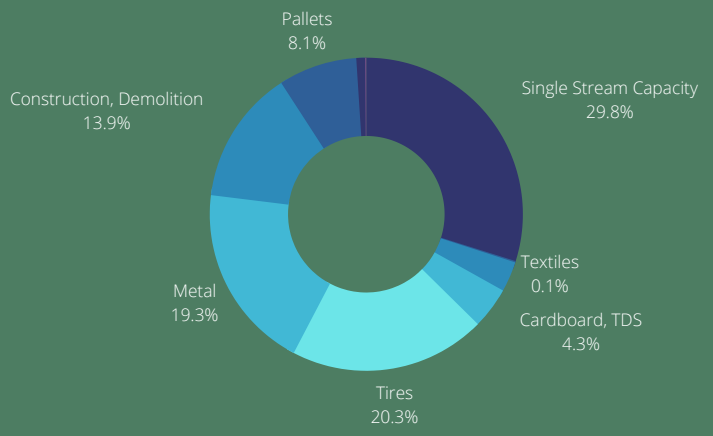
RECYCLING AND WASTE DIVERSION

Measure	FY2019	FY2020	FY2021
Capacity Diversion Rate	28.57%	28.12%	30.53%
Per Capita Disposal (Recycling)	644 lbs	598 lbs	817 lbs
Per Capita Disposal (Landfill)	2,823 lbs	2,496 lbs	2,737 lbs
Landfill Dumpster Services Cost	$192,600	$304,822	$343,988
Total Landfill Cost	$364,896	$320,678	$366,722
Single-Stream Recycling Services Cost	$121,836	$116,717	$103,473

Travis County's diversion rate of 30.53% continues to lag behind both the national and local averages (32% and 42%, respectively), meaning the County performs worse than the national average at reducing and recycling waste. However, we saw a small increase in the County's diversion rate from FY2020 to FY2021. This is due to the addition of composting at Gardner Betts, as well as including pallets, metals, tires, and other materials in the calculation of the capacity diversion rate (past reports excluded these materials from the capacity diversion rate calculation), since the County contracts with vendors who recycle 95-100% of all materials.

In FY2021, the Sustainability Team reduced single stream recycling collection service due to decreased demand since many employees continued working from home post-pandemic. There has not been an equal reduction in trash service, so the disparity between recycling collection and trash collection continues to widen. Landfill costs increased between FY2020 and FY2021 due to overloaded container fees, higher disposal of uncompacted trash, and additional lockbars, casters, and one-time use roll-offs (used for large community events or to remove a large amount of waste).

Travis County FY2021 Percentage Weight of Recycled Materials by Commodity Class



RECYCLING AND WASTE DIVERSION

RECYCLING REVENUE

Revenue	FY2019	FY2020	FY2021
Printer Cartridge	$661.00	$495.50	$0
Electronics	$0	$0	$0
Cardboard	$2,898.00	$1,424.36	$1,585.85
Metal	$16,412.34	$12,453.02	$17,526.30
Pallets	$1,357.00	$995.20	$1,393.25
Revenue Total	**$21,328.34**	**$15,368.08**	**$20,505.40**

From FY2020 to FY2021, the County increased revenue by roughly 33% from recycled commodities, which include pallets, metal, and cardboard. Prior to FY2019, the County received revenue for electronics recycled through Dell. Due to a process change recommended by the County Attorney's office, electronics are no longer sent to Dell for recycling and the County no longer receives revenue for these items. Although printer and toner cartridges were recycled in FY2021, no revenue was made due to buyback deductions that were larger than buyback amounts. Buyback reductions include toner and ink bottles, and clone imitation cartridges. The largest source of revenue came from metal (85.5%), followed by cardboard (7.7%) and pallets (6.8%).





RECYCLING AND WASTE DIVERSION

COMPOSTING

Composting (lbs)	FY2019	FY2020	FY2021
Jail Garden Composting	36,907	37,200	23,760
Animal Composting	39,380	71,320	75,280
Juvenile Probation Kitchen Composting	N/A	N/A	7,348

In March 2021, Gardner Betts Juvenile Center started composting both pre-consumer (e.g. food waste from the kitchen) and post-consumer (e.g. food waste and compostable napkins leftover from meals) items. This initiative involved training Gardner Betts kitchen staff as well as working with Correctional Officers to educate students who eat meals provided by the kitchen. Signs were created to help students identify which items to put in the green compost bucket, and which items to put in the trash bin. These signs are posted in every dining area, directly on the wall behind the compost buckets and trash bins. In a span of only 7 months (March to September 2021), the combined efforts of staff and students resulted in 7,348 lbs. of food waste and paper products composted and diverted from the landfill.





UNIVERSAL WASTE

Commodity	FY2019	FY2020	FY2021
Fluorescent Lamps (units)	2,966	1,430	1,472
Lamp Ballasts (lbs)	416	112	97
Mixed Batteries (lbs)	3,046	417	246

The County has seen a decline in universal waste collection over the past few years. Since the County has shifted towards telecommuting, there are less employees using lamps and batteries at the office. The decline shown in the table below for lamp ballasts is due to a change in vendors used. Since newer lamp ballasts do not contain PCB and are not considered hazardous, lamp ballast recycling has shifted from our universal waste recycling vendor to our metal recycling vendor. Additionally, there have been staffing changes and turnover, resulting in challenges with ensuring appropriate universal waste management. Consistent, ongoing universal waste training is important to ensure that all employees who handle universal waste understand proper disposal and best practices. The Sustainability Team developed an online universal waste training for employees, which will be an annual training requirement in FY2022 for employees who handle universal waste.



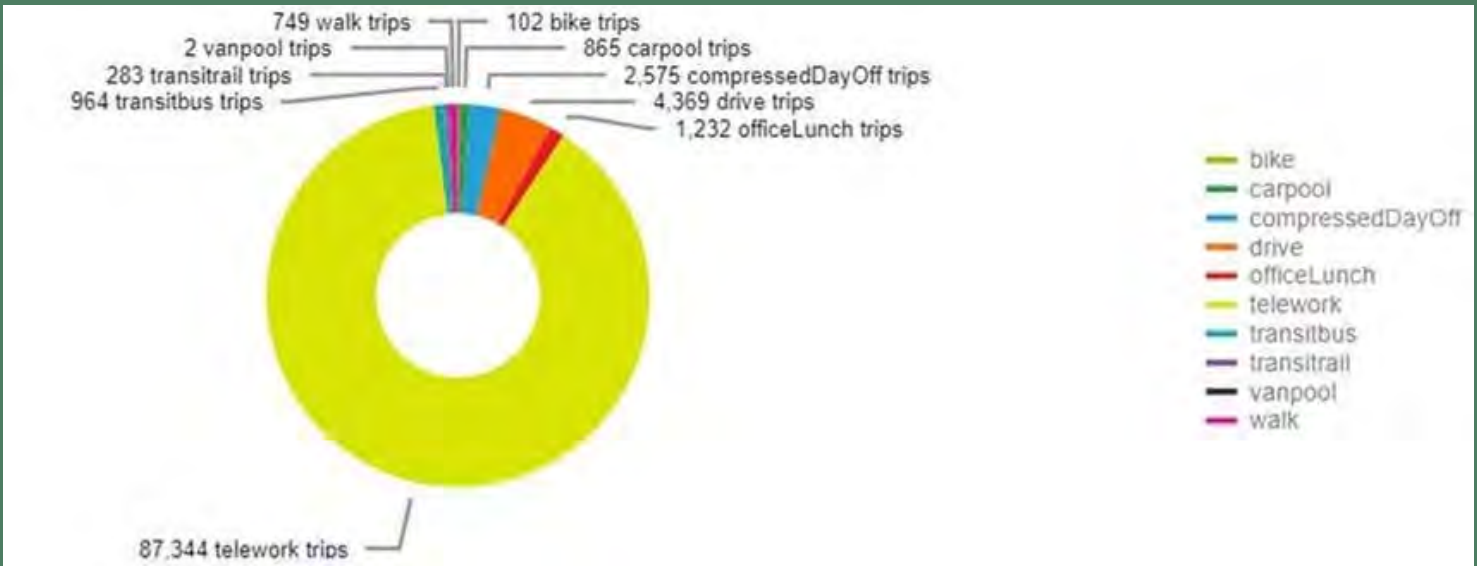


TRANSPORTATION

Measure	FY2019	FY2020	FY2021
Transit Passes Distributed	879	723	601
Telecommute Participants	514	3,268	3,213
Telecommute Hours	90,995	2,951,727	3,261,935

Although 601 transit passes were issued to employees, it is estimated that only 48 employees actually used public transit in FY2021. From FY2020 to FY2021, employee telecommuting hours increased by roughly 11% while the number of telecommute participants decreased by roughly 2%. This decrease can be partially attributed to the County having less employees and more vacant positions in FY2021.

Telework trips are the most utilized commute type (89%) among Commuter Leave Incentive Program (CLIP) participants, with 87,344 telework trips taken in FY2021.



PURCHASING

GREEN SPENDING

Office Depot	FY2019	FY2020	FY2021
Total Spend	$964,265	$837,872	$465,349
Total Green Spend	$102,077	$185,307	$141,418
% of Total Purchases	11%	22%	30%

FY2021 Spend for Other Vendors	Total Spend	Total Green Spend	% of Total Purchases
Grainger	$1,127,460	$96,554	9%
Pollock	$162,605	$50,484	31%

In FY2021, Travis County spent a total of $1,337,953.89 on office supplies, with $61,809.98 or 5% spent on products that qualify and were recorded as EPP (Environmentally Preferable Purchased) products. While this number is significantly lower than the 50% goal stated in the Commissioners Court-approved policy, the County's EPP Team, comprised of staff from Purchasing, Auditors Office, and Sustainability, are engaged in discussions to identify improvements to the EPP policy training, implementation, and reporting.

The EPP Team requested green spending data from the County's top vendors. Data was provided by three vendors:

- FY2021 saw a decrease in overall spend with Office Depot, as well as an increase in "green" spending, or spending on products that meet certain environmental criteria. The County spent $465,349 on office supplies through Office Depot, with $141,418 or 30% on EPP products.
- The County spent $1,127,460 on products with Grainger, with $96,554 or 9% of these purchases spent on EPP products.
- The County spent $162,605 on products with Pollock, with $50,484 or 31% of these purchases spent on EPP products.

FY2020 was the first year of Environmentally Preferable Purchasing (EPP) training for all shoppers and Purchasing Office staff. A total of 282 employees completed the online EPP training in FY2020, compared to 56 employees in FY2021. The initial training assignment did not include annual re-training, which accounts for lower completion in FY2021. Moving forward, employees who are assigned the EPP training will be required to complete the training annually.

PURCHASING

PAPER CONSUMPTION

Measure	FY2019	FY2020	FY2021
Virgin Paper (cases)	5,779	4,633	2,412
Recycled Content Paper (cases)	0	40	708
Per Capita Purchased	1.05	0.85	0.57

The County purchases, uses, and discards a large amount of paper. The use of recycled content paper presents an opportunity to reduce the total quantity of resources consumed by our routine operations. However, the question of purchasing recycled content paper versus virgin paper illustrates a conflict between policy goals, economics, and regulatory constraints. While the County has a policy goal of increasing its use of recycled materials and has established a preference for recycled content paper, the present economics of paper recycling are such that recycled content paper is considerably more expensive than virgin paper. Texas statutes and regulations governing purchases by governmental agencies prohibit the purchase of recycled content products that are more than 10% greater in cost than similar products made from virgin materials. The price differential for recycled vs virgin paper is currently so great that the most recent County contract for office supplies excluded recycled paper entirely to prevent the possibility of purchasers violating state law. Despite the considerable environmental benefits of using recycled paper, government purchasers must, in most cases, buy virgin content paper. The statutes establishing the 10% limit date back to the early 1990s. Although the County purchased three and a half times more virgin paper compared to recycled content paper in FY2021, recycled content paper purchases increased by 1670% and overall paper consumption decreased by 33%. This progress should be celebrated, and we hope to continue reducing our overall paper consumption through paperless process improvement and innovations, especially since paper costs have been rising and due to state statutes that limit the purchase of recycled content paper.

ORGANIZATIONAL CULTURE AND PROCESS IMPROVEMENT

EMPLOYEE ENGAGEMENT

Employees Engaged	FY2019	FY2020	FY2021
Toner Ambassadors	95	74	81
New Hire Orientation	589	641	81
Universal Waste Training	95	254	35

As of FY2021, there were 81 toner ambassadors. These are County employees who volunteer to lead printer and toner recycling outreach to their department, as well as ship boxes of used printer and toner cartridges to be recycled.

New Hire Orientation (NHO) is an excellent way to introduce new employees to County sustainability iniatives and recruit new Green Team members. Under "normal circumstances" NHO is assigned to all new hires with the expectation that it is completed. The pandemic, as well as staff turnover, had a substantial impact on the NHO process, resulting in 13% of new hires completing online NHO in FY2021. While this is considerably lower than FY2020, HRMD will assign NHO to future new hires, and ensure that previous new hires complete NHO. All new hires will be expected to complete NHO within a defined timeframe. NHO completion will also be tracked with department notifications to ensure compliance.

In FY2021, the Sustainability Team led a universal waste training to 35 employees within the Facilities and Management Department. Universal Waste is generated in all County buildings and handled by the Facilities and Maintenance Department. The Universal Waste Training teaches employees proper containment and handling, as well as safe disposal practices to ensure compliance with state and federal regulations.

ORGANIZATIONAL CULTURE AND PROCESS IMPROVEMENT

GREEN TEAM HIGHLIGHTS

Programs	FY2019	FY2020	FY2021
T-Shirts for Hunger (bags created)	7,300	3,060	910
3 Rings for Learning (binders donated)	1,636	52	0

Both the T-Shirts for Hunger and 3 Rings for Learning programs saw decreased output in FY2021. The number of T-Shirts for Hunger school-based volunteers decreased from FY2020 to FY2021 as a result of the ongoing pandemic. The 3 Rings for Learning program was paused due to changing work and learning locations, as well as staff turnover and competing priorities. The Sustainability team is working with Austin Independent School District (AISD) to re-launch the 3 Rings for Learning program in FY2022.



PUBLIC ENGAGEMENT

RECYCLE AND REUSE DROP OFF CENTER INTERLOCAL AGREEMENT

Measure	FY2019	FY2020	FY2021
County Households Served	4,437	1,884	2,039
Cost	$141,605	$88,005	$136,939
Percent Diverted	47%	42%	23%

Since 1997, Travis County and the City of Austin have coordinated to provide household hazardous waste services at the Austin Recycle and Reuse Drop-off Center (ARR). Under the agreement, Travis County residents can drop off household hazardous waste at ARR. The County provides funding support for waste processing and disposal as well as for a staff position.

The amount of household hazardous waste diverted from landfills decreased from 42% in FY2020 to 23% in FY2021. There are a number of causes for this decrease, but most notably are: the Austin Reblend paint mixer was out of commission and then replaced, and the Reuse Store had to remain closed due to COVID-19 concerns. The price increase seen between FY2020 and FY2021 is attributed to the City of Austin changing vendors that charge higher disposal and recycling rates.

EARTH DAY

Many employee and public engagement activities continued to be online in FY2021 due to the ongoing pandemic. For Earth Day, all members of the Commissioners Court selected a sustainability topic relevant to them and hosted a virtual event to engage, educate, and hear from residents. The Sustainability Team helped coordinate, host, and promote these events. Topics included: Community Engagement, Water Quality, Zero Waste, Working Remotely, and Sustainable Purchasing. These efforts, along with other educational Earth Day posts, reached more than 2,500 people on social media.



PUBLIC ENGAGEMENT

LAKE TRAVIS CLEANUP

Measure	FY2019	FY2020	FY2021
Number of Volunteers	1,200	392	150
Litter Removed (tons)	3.69	1.35	0.28
Litter Recycled (lbs)	894	720	400

Due to the ongoing pandemic, the Travis County Parks and Sustainability Teams, and the Colorado River Alliance, hosted one cleanup event in FY2021, which took place in the spring. The event had significantly fewer volunteers than usual, and had greater staff and site leader oversight to ensure volunteers were distancing and following COVID-19 protocols. Despite having fewer volunteers, the quality of participating volunteers helped make this event a success and critical effort in protecting and revitalizing county parks and protecting local bodies of water.





PUBLIC ENGAGEMENT

PHARMACEUTICAL TAKEBACK

Measure (lbs)	FY2019	FY2020	FY2021
Amount Collected from Events	1,291	710	1,415
Amount Collected at Takeback Kiosk	666	452	343







In FY2021, the Sustainability Team and Constable Offices partnered with the DEA to host two Prescription Drug Take Back Days for the general public to drop off unwanted, unsused, or expired prescription drugs. Drug Take Back Days provide a safe, convenient, and responsible means of disposing of prescription drugs and educating the general public about the potential abuse of medications. The misuse and improper disposal of prescription drugs is a growing problem nationwide and threatens local water supplies. Additionally, there is a permanent prescription drug kiosk at the Precinct 5 Constable Office, where the general public can drop off prescription drugs during normal business hours, outside of Rx Take Back Days.

The total amount of prescription drugs collected in FY2021 surpassed FY2020 by 40%. The County hopes to continue this trend by pursuing grants to fund more permanent prescription drug kiosks in other Constable offices, and expanding promotional efforts for Take Back Days.

PUBLIC ENGAGEMENT

CHRISTMAS TREE RECYCLING

Measure	FY2019	FY2020	FY2021
Number of Trees Collected	1,508	630	745
Collection Sites	4	4	4

For over a decade, Travis County Parks, Road and Bridge, and the Sustainability Team have collaborated to host an annual Christmas Tree Recycling Drive for Travis County residents. Recycling trees into mulch helps preserve limited space in landfills, and mulch can be used in outdoor landscaping to help plans retain moisture and nutrients.

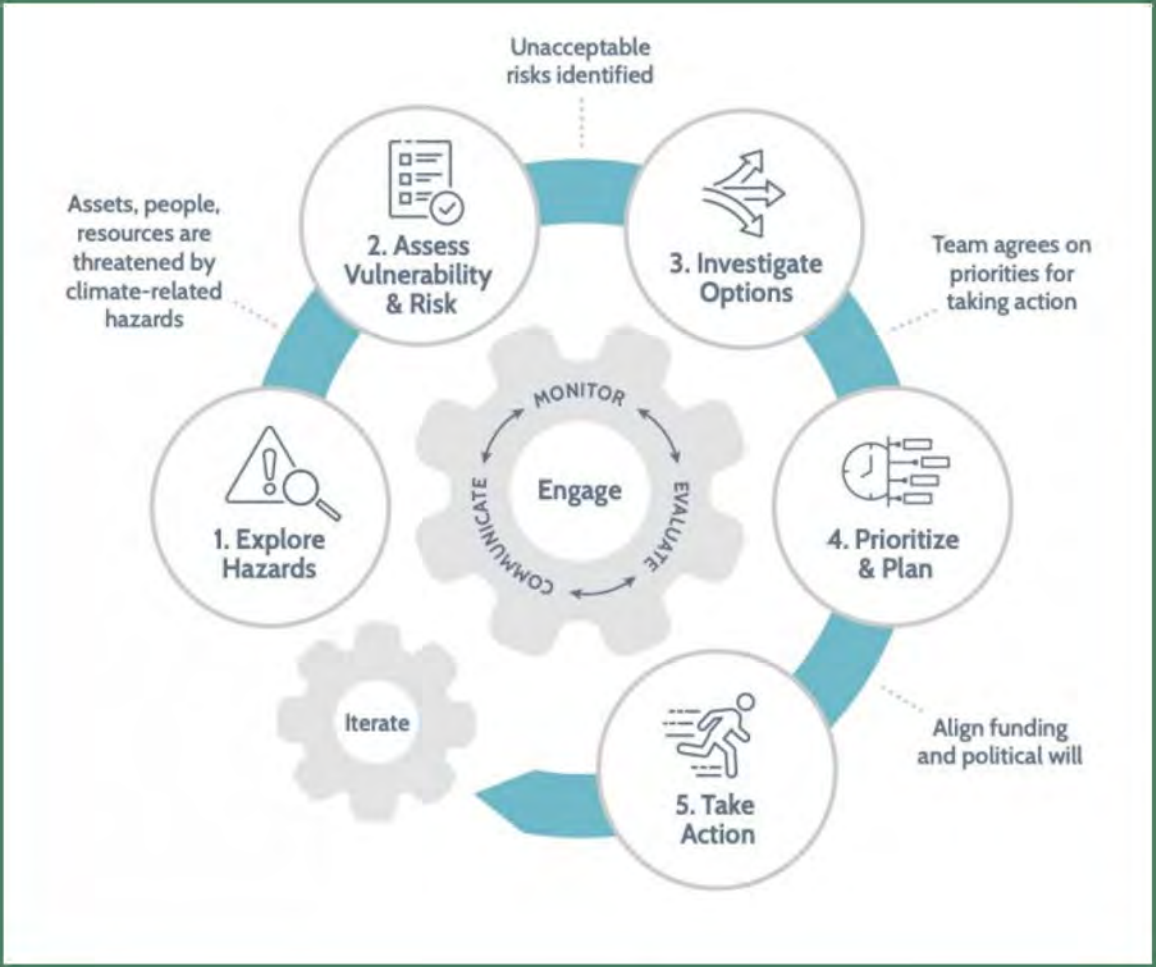
Residents dropped off 115 more trees in FY2021 compared to FY2020, an 18% increase. The Sustainability Team collaborated with Travis County Media Services to promote Christmas Tree Recycling on social media, including NextDoor, Facebook, and Twitter.





RESILIENCY

The County's Resolution on Net Zero Carbon Emissions (adopted July, 2020) called for the Green Steering Committee to complete a climate vulnerability risk assessment of Travis County facilities, assets, and operations and for the larger Travis County community to see where added resiliency is needed, and where the County can be better prepared for climate-related risks. A climate vulnerability risk assessment seeks to understand the likelihood of future climate hazards and assess the potential impacts of these hazards on the County and its inhabitants. The Commissioners Court provided funding for this vulnerability risk assessment in the FY2022. The project is currently in development.



RECOMMENDATIONS

1.) Increase Green Team participation and active membership by identifying opportunities to provide incentives for engagement in Green Team activities
2.) Work with vendors and Purchasing to improve EPP tracking and reporting
3.) Encourage County employees to reduce paper consumption
4.) Provide annual universal waste management training to employees who manage and/or handle universal waste as part of their job responsibilities
5.) Reduce trash collection services and utility usage in buildings/facilities where most employees are telecommuting

ACKNOWLEDGEMENTS

- Shelbi Davis for collecting, analyzing, and summarizing all the data that makes up this report
- The CARS Department for their work in supporting sustainable paper purchasing and records management recycling
- Parks and Road & Bridge staff who assisted with Christmas Tree recycling efforts
- The WebTeam and the Public Information Office for their constant support in helping promote Sustainability Team events and messages
- The Auditors Office and Facilities Management staff for their assistance and support in collecting information for this report
- Purchasing and Auditor's Office staff working to improve and advance County Environmentally Preferable Purchasing efforts
- Steven Wentrcek and Edwardo Jackson for taking ownership and making innovative sustainability ideas come to life at the Travis County Corrections Complex
- TNR Fleet staff for their help in ensuring an accurate Greenhouse Gas inventory and for their efforts to reduce the fuel consumption of the County vehicle fleet
- ITS staff for their continued efforts to assist County employees with effective telecommuting
- Travis County Health and Human Services, our local medical experts, essential workers, and front-line staff for their unwavering commitment to protecting our community and maintaining essential services throughout the pandemic.

TRAVIS COUNTY SUSTAINABILITY TEAM



Emily Ackland

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Tom Gleason

Sustainability Project Manager



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Recycling Coordinator

REFERENCES

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