

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21

COUNTY COUNCIL OF TALBOT COUNTY, MARYLAND

Council Meeting

February 26, 2019; 6:00 p.m.

Council Chambers, Easton, Maryland

COUNCIL MEMBERS:

Corey W. Pack

Frank Divilio

Pete Leshner

Laura E. Price

Reported by

Diane Houlihan

Page 2	<p>1 TRANSCRIPT OF PROCEEDINGS</p> <p>2</p> <p>3 MR. PACK: We're going to go ahead and get</p> <p>4 started, if you wouldn't mind standing with</p> <p>5 Council for opening prayer followed by the</p> <p>6 Pledge of Allegiance.</p> <p>7 (Prayer and Pledge of Allegiance.)</p> <p>8 MR. PACK: Thank you and welcome everyone.</p> <p>9 Council has before it a printed agenda.</p> <p>10 The chair would ask are there any additions,</p> <p>11 deletions, or corrections to the agenda?</p> <p>12 Hearing none, the chair moves that they be</p> <p>13 accepted with unanimous consent.</p> <p>14 Council also has before it minutes from</p> <p>15 the January 22nd meeting. We had a chance to</p> <p>16 review those minutes. Are there any additions,</p> <p>17 deletions, or corrections to those minutes?</p> <p>18 Hearing none, the chair moves that they also be</p> <p>19 accepted with unanimous consent.</p> <p>20 Council also has disbursements from</p> <p>21 February the 19th and February the 26th. We</p>	Page 4	<p>1 DR. GRIFFITH: I'm not going to say it,</p> <p>2 Fredia.</p> <p>3 DR. WADLEY: But you are thinking it, I</p> <p>4 knew.</p> <p>5 MR. PACK: For all those who are watching,</p> <p>6 Talbot County Council also sets the Board of</p> <p>7 Health for your county. So in this particular</p> <p>8 role, we are now acting as the Board of Health,</p> <p>9 and we have the update from our health officer.</p> <p>10 DR. WADLEY: Yes. And I mentioned before</p> <p>11 a children's initiative with a partnership with</p> <p>12 Talbot County Public Schools and also Social</p> <p>13 Services, but tonight we wanted to give you</p> <p>14 just a little bit broader picture.</p> <p>15 The purpose of this children's initiative</p> <p>16 is to give all of our children in the county a</p> <p>17 healthy start. And the reason that we started</p> <p>18 this is because in looking at some data and</p> <p>19 some trends, some of this is cyclical, some of</p> <p>20 it is new.</p> <p>21 But it's the data and trends that let us</p>
Page 3	<p>1 all had a chance to go over those, ask any</p> <p>2 questions of our finance officer, Ms. Lane.</p> <p>3 The chair would ask if there's any additions,</p> <p>4 deletions, or corrections of those</p> <p>5 disbursements? Hearing none, the chair moves</p> <p>6 that they also be accepted with unanimous</p> <p>7 consent.</p> <p>8 Our next agenda item, we have an update</p> <p>9 from Talbot County Board of Health. Dr. Fredia</p> <p>10 Wadley is here with us, Talbot County health</p> <p>11 officer; along with Kelly Griffith, our</p> <p>12 superintendent of schools; and also Ms. Linda</p> <p>13 Webb, director of Talbot County Department of</p> <p>14 Social Services.</p> <p>15 Are you all coming at once?</p> <p>16 DR. GRIFFITH: Yes.</p> <p>17 DR. WADLEY: Sure.</p> <p>18 MR. PACK: Okay. Well, let's get another</p> <p>19 chair then.</p> <p>20 DR. WADLEY: Actually I don't have to sit.</p> <p>21 MR. PACK: No. Please, please.</p>	Page 5	<p>1 know that the children that are starting school</p> <p>2 today at a higher risk for a lot more problems</p> <p>3 that the generation preceding them, even to the</p> <p>4 point of the mental health problem and the</p> <p>5 addiction problem. We'll talk a little bit</p> <p>6 about that later.</p> <p>7 But just a few of those statistics.</p> <p>8 One-fourth of the children born in Talbot</p> <p>9 County, the moms do not have early prenatal</p> <p>10 care or prenatal care in the first three</p> <p>11 months. And that is an indicator that's used</p> <p>12 tremendously to help us understand about having</p> <p>13 a full-term, healthy baby, and it's often</p> <p>14 correlated with not having a healthy baby. So</p> <p>15 that is the number that we're quite interested</p> <p>16 in.</p> <p>17 Some of those have insurance and just need</p> <p>18 to be encouraged to go in, some of them do not</p> <p>19 have insurance.</p> <p>20 Fifty-one percent of the kindergarten</p> <p>21 class are a combination African American and</p>

Page 6	Page 8
<p>1 Hispanic. The concern there is that these</p> <p>2 children that are higher risk for living in</p> <p>3 poverty. In fact, 16 percent of Talbot's</p> <p>4 children from birth to 18 years of age are</p> <p>5 living in poverty. And that is for a family of</p> <p>6 four, about 2,400.</p> <p>7 MR. PACK: \$24,000.</p> <p>8 DR. WADLEY: \$24,400. I'll get it right.</p> <p>9 Thirty-nine percent of Talbot's children</p> <p>10 live in a single parent household.</p> <p>11 Fifty-two percent of our kindergarten students</p> <p>12 live in low income housing. Forty-five percent</p> <p>13 are on the free and reduced meals program. 210</p> <p>14 students homeless during 2018 and '19, and</p> <p>15 that's above the previous year, which was 176.</p> <p>16 And I think you said in February of this</p> <p>17 year, we actually had 200 --</p> <p>18 DR. GRIFFITH: We're 219 right now.</p> <p>19 DR. WADLEY: And there's also a greater</p> <p>20 number of children that are entering preschool</p> <p>21 and kindergarten with mild to moderate</p>	<p>1 scored that high on a suicide risk assessment.</p> <p>2 So it is a concern, of course.</p> <p>3 Dr. Robert Schmidt, and a lot of you know</p> <p>4 Rob Schmidt works very closely with our</p> <p>5 counselors on these risk assessments and these</p> <p>6 referrals. But we work collaboratively to make</p> <p>7 sure our families are getting the resources</p> <p>8 they need.</p> <p>9 And I believe the other statistics that to</p> <p>10 me is alarming just from last year to this</p> <p>11 school year is there were 18 students who had</p> <p>12 behavioral intervention plans in the</p> <p>13 kindergarten pre-k, and now we have 37. So</p> <p>14 that number has doubled as well. And that is</p> <p>15 alarming for us. We are seeing that in the</p> <p>16 school system.</p> <p>17 MR. PACK: Is Rob doing the mental health</p> <p>18 assessment?</p> <p>19 DR. GRIFFITH: Yes.</p> <p>20 MR. PACK: I know he does the suicide</p> <p>21 prevention piece of it. But does he also do</p>
Page 7	Page 9
<p>1 behavioral problems that interfere with</p> <p>2 learning. So I'm going to let Kelly say a</p> <p>3 little bit more about this.</p> <p>4 DR. GRIFFITH: So what we're seeing at the</p> <p>5 early ages when it comes to behavioral and</p> <p>6 mental health referrals, and we haven't seen</p> <p>7 this as much. As a matter of fact, in 2017 we</p> <p>8 had six children that were identified with</p> <p>9 mental health and they were referred for mental</p> <p>10 health. Whereas, this year we've doubled. So</p> <p>11 we're at 12. Eleven, 11. We actually have one</p> <p>12 that's being referred right now. So that's a</p> <p>13 double number.</p> <p>14 And then the second increase is observed</p> <p>15 in kindergarten. We had eight children that</p> <p>16 were identified last school year and 13</p> <p>17 children this year. We actually, this is the</p> <p>18 first time this year that we actually had two</p> <p>19 kindergarten children assessed for suicide risk</p> <p>20 assessment. And that's the first time we've</p> <p>21 ever had a child that young actually having</p>	<p>1 the assessment for mental health?</p> <p>2 DR. GRIFFITH: He does it in collaboration</p> <p>3 with some of our partners. So it could be</p> <p>4 collaboration with For All Seasons or Eastern</p> <p>5 Shore Psychological, but he does sit on that</p> <p>6 committee, yes.</p> <p>7 MR. PACK: Okay.</p> <p>8 DR. WADLEY: As many of you know, mental</p> <p>9 health and addiction problems often co-occur in</p> <p>10 patients. And so we're seeing, as you may know</p> <p>11 by the addiction figures, far more of those,</p> <p>12 we're seeing far more of those parents</p> <p>13 incarcerated.</p> <p>14 But I want Linda to tell you a little bit</p> <p>15 of what they're seeing with their services at</p> <p>16 DSS.</p> <p>17 MS. WEBB: So most of the families that</p> <p>18 are in our child welfare caseloads come into us</p> <p>19 through Child Protective Services referrals.</p> <p>20 One of the things that we do with those</p> <p>21 families is to assess their needs and their</p>

Page 10

1 strengths. One of the needs that we look at  
 2 are caregiver substance abuse or mental health  
 3 concerns.  
 4 This program year from July just through  
 5 the end of December, 29 percent of our parents  
 6 or caretakers of the children in our child  
 7 welfare caseloads were experiencing substance  
 8 use disorder. Of those same cases, 23 percent  
 9 presented with mental health concerns.  
 10 Now, that's an increase over last year's  
 11 percentage of those caretakers with substance  
 12 use disorders. Last year we saw an average of  
 13 about 15 percent of our caregivers present with  
 14 substance use disorders, although the mental  
 15 health concerns remained about static from last  
 16 year to this year.  
 17 The problem that this presents is that  
 18 creates risk and uncertainty in those homes.  
 19 And I know that you've heard Fredia talk about  
 20 adverse childhood experiences, those traumas  
 21 that children experience at young ages that

Page 11

1 impact their outcomes, including their health  
 2 outcomes over the course of their lives.  
 3 Substance abuse and mental health of a  
 4 caregiver are adverse childhood experiences  
 5 that can have life-long impact on those  
 6 children.  
 7 MR. PACK: If I can. And again, Linda,  
 8 who is doing the mental health assessment  
 9 through DSS? Is it done in-house or is For All  
 10 Seasons coming in and doing those assessments  
 11 as well?  
 12 MS. WEBB: If we have mental health  
 13 assessment needs, and we typically do in child  
 14 welfare caseloads, many of those families are  
 15 already working with mental health providers in  
 16 the community. And we'll get assessments from  
 17 whoever their mental health providers are in  
 18 the community.  
 19 If they're not already working with  
 20 someone, then we try to match them with a  
 21 provider that has those services that will best

Page 12

1 match that family's needs.  
 2 MR. PACK: And how about substance abuse,  
 3 is it through the Health Department? I know  
 4 we're going for a fee for service for the  
 5 private provider.  
 6 MS. WEBB: Yeah. We have a Health  
 7 Department employee who is in our office much  
 8 of the week who does initial screenings. And  
 9 for those that screen with a need for  
 10 additional assessment, then we refer them to  
 11 the Health Department for those assessments.  
 12 MR. PACK: And are we doing ACE scoring at  
 13 DSS now?  
 14 MS. WEBB: We are not right now, no.  
 15 MR. PACK: Okay.  
 16 DR. WADLEY: So as Linda mentioned, we  
 17 talked before about adverse childhood  
 18 experiences and the impact upon children. She  
 19 mentioned a couple, but there are ten. And you  
 20 actually give a score for each one of those  
 21 ten. And it's dose related. The more of those

Page 13

1 that a child has, the greater the risk.  
 2 So those adverse childhood experiences are  
 3 first, abuse, physical, sexual, and emotional.  
 4 Secondly, neglect, physical and emotional.  
 5 Third, the family has a member either with  
 6 mental health or substance abuse problem. A  
 7 family member be incarcerated, domestic  
 8 violence within the family. And last, divorce  
 9 or separation of parents.  
 10 Now, the reason we're so concerned about  
 11 these ACEs is that in the mid 1990s, CDC and  
 12 Kaiser Permanente did a study and showed that  
 13 the exposure to these adverse childhood  
 14 experiences dramatically increased the risk for  
 15 seven out of ten of the leading causes of death  
 16 in the United States. High doses of exposure  
 17 to four or more of these adverse childhood  
 18 experience affects not only the brain  
 19 development but also the immune system, the  
 20 hormonal system, and the way that we actually  
 21 transcribe our D.N.A. And that's a risk for

Page 14

1 cancer.

2 So folks who are exposed to very, very

3 high doses of these have tripled the lifetime

4 risk of heart disease and lung cancer and a

5 20 percent difference in life expectancy.

6 And we know that these ACEs are often

7 involved with school problems, school failure,

8 and then later on addiction, mental health

9 problems, and even incarceration.

10 These are not rare, these adverse

11 childhood experiences. In fact, in the study

12 that was done in the mid 1990s, over 17,000

13 adults, 70 percent were Caucasian, 70 percent

14 had some college, about half and half, half had

15 college degrees and the other half with some

16 college, and even in this very middle class

17 group in the 1990s, two-thirds had at least one

18 and 12.6 percent had four or more. And four or

19 more really starts increasing your risk for a

20 lot of problems.

21 To us the bad news is that the greatest

Page 15

1 damage can be done between birth and three

2 years of age when the brain is growing at its

3 most rapid state. That's the bad news.

4 But the good news is there's been programs

5 proven that they not only can prevent these

6 adverse childhood experiences, but they can

7 help even after you've been exposed to mitigate

8 some of the problems.

9 So Talbot County's children initiative is

10 trying to put together a continuum of services

11 that gets children born healthy and keeps them

12 healthy and gets off to a good start. So

13 there's ten strategies in this.

14 The first one, as you can imagine, is

15 early prenatal care, get them born healthy.

16 That's one of the biggest challenges you have.

17 Once you do that, you're halfway home.

18 Second is parenting classes. That was one

19 of the big recommendations when we pulled a

20 group together about how do we prevent

21 addiction and other problems. It got very

Page 16

1 clear if you go upstream enough, it's

2 childhood.

3 So I'm going to let Linda tell you a

4 little bit about the parenting classes they

5 have.

6 MS. WEBB: So the Department of Social

7 Services offers a nurturing parenting program.

8 That's an evidence based program that promotes

9 positive and healthy interactions between

10 parents and their children and is designed to

11 build nurturing parenting skills as an

12 alternative to abusive and neglectful child

13 rearing practices.

14 We've been offering these classes for a

15 number of years, but we've been able to expand

16 their use in the community this year and begin

17 to serve higher numbers of parents and

18 children. This year just since December we

19 have served just 36 parents and 59 children,

20 not counting the ongoing classes at the Talbot

21 Interfaith Shelter, where we serve five

Page 17

1 families, and the Detention Center where we

2 work with 13 women.

3 This is an increase over last year at

4 least to date, because last year we served a

5 total of 48 parents and 62 children. So we're

6 almost there with just half of this program

7 year so far.

8 We are going to be offering in the near

9 future a specialized nurturing parenting

10 program for families in recovery to try to work

11 with that very specialized population in the

12 county.

13 We get referrals not only from our child

14 welfare caseload but also from the courts, from

15 parole and probation, we have folks that hear

16 about the classes and volunteer to come on

17 their own.

18 They're classes that actually provide an

19 evening of transportation, child care, a family

20 meal, and then education for the parents and

21 activities for the children. So it really is

Page 18

1 an entire family program that works to build  
 2 those nurturing relationships between parent  
 3 and child.  
 4 DR. WADLEY: We all recognize that  
 5 sometimes getting the parents highest risk to  
 6 come to these meetings is a challenge, but  
 7 we're still working on it. Still hope to get  
 8 even more parents into those classes.  
 9 The straight strategy is home visiting for  
 10 our families and children that are recognized  
 11 to be at risk from maltreatment.  
 12 This is an evidence based program that's  
 13 been proven for decades, and we have one worker  
 14 in our healthy families program, this is funded  
 15 by local management board funds. And DSS this  
 16 past year found some funds within their  
 17 opportunities to provide a second. So that  
 18 took us from being able to serve 40 families  
 19 with intense home visiting to serving 80  
 20 families.  
 21 We have Early Head Start. This is in

Page 19

1 Talbot County Health Department.  
 2 MS. PRICE: May I ask a quick question?  
 3 How do you identify people for the home visits  
 4 for the high risk infants? How do you find  
 5 those people?  
 6 DR. WADLEY: We get referrals from even  
 7 when women give birth or maybe even earlier  
 8 from the obstetrician before they give birth.  
 9 We go through a process of looking at  
 10 those who might be eligible for Early Head  
 11 State, might be eligible for Healthy Families,  
 12 or if they need just a service to help them out  
 13 with a social service, then we'll try to help  
 14 them with that. But a lot of that comes from  
 15 referrals from women either during the prenatal  
 16 period or after birth.  
 17 Early Head Start services, as I mentioned,  
 18 there's going to be an increase there. Federal  
 19 government has decided to instead of funding  
 20 just part a day for two days, that we need so  
 21 much child care for parents that are in school

Page 20

1 or working, that they're increasing the funding  
 2 so that we can have 59 full-time slots for  
 3 parents that are working or going to school.  
 4 The ones available through the State,  
 5 which are 20 or a little over, may later be  
 6 increased.  
 7 But this will be a significant help for  
 8 families that are trying to get to work and  
 9 don't have child care funds.  
 10 We also need more accessible quality child  
 11 care services. In Talbot County, it doesn't  
 12 matter if you have the money to spend, it is  
 13 very difficult to find quality child care,  
 14 especially if that child is less than six  
 15 months of age. Critchlow Adkins has been a big  
 16 help, but they'll tell you also that especially  
 17 in that very young area, we have a gap that we  
 18 need to fill.  
 19 Also universal pre-k was in that. And as  
 20 Kelly can tell you, they now have universal  
 21 pre-k for any that choose to attend. That

Page 21

1 gives us an opportunity early on, Social  
 2 Services and public health and schools to work  
 3 together to see if they can help meet any of  
 4 the needs of the family and the children.  
 5 The second strategy is early screening and  
 6 identification of children with problems that  
 7 could interfere with learning. And as we  
 8 mentioned, birth to three years is an important  
 9 time.  
 10 We have a federal infant and toddlers  
 11 program that's with the school. The schools  
 12 have one outreach worker.  
 13 The Health Department was looking at that  
 14 age group. And after talking with them,  
 15 decided it was much more efficient to put a  
 16 worker in the schools to see more of those  
 17 birth to three-year-olds.  
 18 So Kelly, you want to.  
 19 DR. GRIFFITH: Yes. And thank you,  
 20 Fredia. I appreciate that.  
 21 So now we have two infant and toddler

Page 22

1 teachers that teach birth through age three.  
 2 And we are up to we have 94 active infants in  
 3 that program and we have 12 open referrals. So  
 4 we'll be over 100 students being served birth  
 5 through age three in our infant and toddler  
 6 program.  
 7 Most of our referrals, because I know you  
 8 asked about how do we identify those, most of  
 9 our referrals in infant and toddler do come  
 10 from pediatricians that might see that the  
 11 infant is not developing the way they should be  
 12 developing, whether it's fine motor skills,  
 13 whether it's gross motor, whether it's speech  
 14 language. It could be for a variety of reasons  
 15 because we have occupational therapists,  
 16 physical therapists, speech and language.  
 17 We actually in our school system have two  
 18 children that are blind and two children that  
 19 are deaf. And we identified them earlier so we  
 20 are able to get some of those communication  
 21 skills with the parents down pat earlier than

Page 23

1 if they would have enrolled in school and  
 2 waited that long.  
 3 So it's a really -- we do have referrals  
 4 from parents, too. If a parent feels that  
 5 their child is not developing the way they  
 6 should be developing, they can do a self  
 7 referral to the infant and the toddler program.  
 8 And we do a screening and then we can do  
 9 assessments.  
 10 But I really appreciate that because we've  
 11 actually doubled the numbers of students that  
 12 are receiving services in infant and toddler  
 13 over the past three years. So it's been a  
 14 really big help. So I appreciate that.  
 15 MS. PRICE: What is the revenue source for  
 16 that? Is it coming out of our school budget,  
 17 is it coming through the Health Department, is  
 18 it coming from a grant?  
 19 DR. GRIFFITH: It comes through the  
 20 federal government is where that comes from.  
 21 But then it's also infant and toddler, she's

Page 24

1 given me one of the other teachers to help with  
 2 that as well. So it's both.  
 3 MS. PRICE: They bring the babies to the  
 4 school? I mean how does this work?  
 5 DR. GRIFFITH: We do both. We can have  
 6 them bring them there, but we also do home  
 7 visits and do some of the assessments and some  
 8 of the -- if it's occupational therapy, we have  
 9 therapists that do go to the homes. We also --  
 10 we did it for I guess it's the second time  
 11 we've done it this year.  
 12 They actually had a celebration up at the  
 13 board office two weeks ago, and it was called a  
 14 learning party. And so all of our infant and  
 15 toddler parents brought their infants and  
 16 toddlers and got to meet one another because  
 17 sometimes people feel they're in isolation.  
 18 They feel I'm the only one that has a child  
 19 that needs something. So it was actually very  
 20 successful.  
 21 So sometimes they do come to the school,

Page 25

1 but most of the time they go out and do that at  
 2 their homes.  
 3 DR. WADLEY: We have talked before about  
 4 we try to get physicians and all to screen.  
 5 They often tell us we worry, they'll screen but  
 6 we don't have any services after we screen,  
 7 where do we refer them.  
 8 One of the programs that we have been very  
 9 interested in and talked about before is years  
 10 ago in the school system the schools had a  
 11 grant that provided services for 90 children.  
 12 They screened K through the third grade. And  
 13 if they were having adjustment problems, we're  
 14 not talking about severe behavioral problems,  
 15 but some that if you give attention to early,  
 16 might not become a bigger problem.  
 17 So the teachers screen the children. They  
 18 could have three from each classroom. That  
 19 grant went away.  
 20 Channel Marker has been able to continue  
 21 it for 30 children since the grant went away,

Page 26

1 but we know that there's more and more need for  
 2 that type of program.  
 3 You want to mention, Kelly, what it's done  
 4 this year.  
 5 DR. GRIFFITH: Yeah. Actually we don't  
 6 have the data from this year, but we do have it  
 7 from last year. And just so that you know,  
 8 through Primary Project and Channel Marker, who  
 9 is a wonderful organization. We really  
 10 collaborate with a lot of different agencies to  
 11 get this done. But through Channel Marker, we  
 12 were able to actually screen 837 students,  
 13 identify 33 students participating in a  
 14 prevention program. And that also included  
 15 some students from St. Michael's, Chapel, and  
 16 White Marsh and the Moton building.  
 17 And it's just been a great way to be  
 18 proactive and to be able to really see who are  
 19 the kids we should really start to work with  
 20 before any problems happen.  
 21 And I really appreciate that partnership.

Page 27

1 And we're able to even I think for next year  
 2 we're going to be able to have some more. So I  
 3 think it's great that you know that we're  
 4 working collaboratively behind the scenes to  
 5 make this work.  
 6 DR. WADLEY: In fact, Social Services  
 7 found the dollars to add six more. So there  
 8 are 36. You can tell wherever we can find the  
 9 money, it doesn't matter where the need is,  
 10 we'll put it there instead of starting  
 11 something new that may cost more if you do it  
 12 that way.  
 13 And our final strategy is we want to  
 14 develop a system on the shore that gives the  
 15 service of comprehensive assessments and  
 16 develops a plan for children with co-occurring  
 17 developmental, learning, and behavioral  
 18 problems. This is a huge need, especially on  
 19 the shore.  
 20 You can go to a multidisciplinary team in  
 21 one of the big centers. The one, of course,

Page 28

1 Kennedy Krieger is well known for this. They  
 2 have a waiting list of 18 months just to get an  
 3 appointment. So we're looking at how we could  
 4 do something on the shore using tele-health  
 5 that might help get that service to our  
 6 children.  
 7 The Talbot County Health Department now  
 8 has arrangements for three pediatric specialty  
 9 clinics with Johns Hopkins through the Health  
 10 Department. They've been very pleased with the  
 11 service and actually asked if we could start a  
 12 fourth clinic later on with a child and  
 13 adolescent psychiatrist. Since those are so  
 14 rare, there's no way we can turn that down.  
 15 But that's the type of strategy we want to  
 16 use hoping to, for example, like even with  
 17 diabetes, some of our children would have to  
 18 travel a long way for that quarterly checkup.  
 19 And this way, they can come into the Health  
 20 Department, be linked with their provider, and  
 21 their family not have to make that trip.

Page 29

1 MR. PACK: Absolutely.  
 2 DR. GRIFFITH: And we've partnered with  
 3 Kennedy Krieger the last two years at Easton  
 4 Elementary School Dobson building. And they  
 5 come and actually provide some services for our  
 6 students, our P3 program, our three-year-olds  
 7 that come in to provide services, but also  
 8 giving our teachers more strategies and skills  
 9 and being able to identify some of those  
 10 triggers and being able to use strategies to  
 11 work with those children. So it's been really  
 12 a great partnership with Kennedy Krieger.  
 13 Ann Miller is our P3 teacher, special  
 14 education teacher, and she's really been I say  
 15 the person behind the scenes making this all  
 16 happen because she reached out to Kennedy  
 17 Krieger.  
 18 So we're really trying to do a lot of  
 19 things for our kids, and I think it's real  
 20 important that you know the kinds of  
 21 collaborative efforts that we're making in our



Page 30

1 community with our partners.  
 2 DR. WADLEY: We've already had one meeting  
 3 to sort of help the community understand about  
 4 what we're talking about with risk for children  
 5 and adverse childhood experience. That was  
 6 Healing Me in September. DSS took the lead on  
 7 it. We all partnered in that.  
 8 But we're having another one. So Linda,  
 9 tell them about the next one.  
 10 MS. WEBB: Sure. So as Fredia said, the  
 11 three agencies are partnering to continue to do  
 12 community education around adverse childhood  
 13 experiences, the impact of those experiences on  
 14 lifelong outcomes, but perhaps more importantly  
 15 how do we build resilience in individuals and  
 16 in communities.  
 17 So our next event is going to be held on  
 18 April the 18th. We're going to have two  
 19 sessions, one at two o'clock and one at  
 20 six o'clock in the Avalon Theater.  
 21 We've invited the coproducer and director

Page 31

1 of the film Resilience, the Biology of Stress  
 2 and the Science of Hope to come air the film.  
 3 It's about an hour long. And then provide a  
 4 keynote speech and answer questions after the  
 5 film.  
 6 That person is James Redford, yes,  
 7 Robert's son.  
 8 DR. GRIFFITH: We asked him to bring his  
 9 father, too.  
 10 MR. PACK: I bet you did.  
 11 DR. GRIFFITH: We did.  
 12 MS. WEBB: And the Healing Me was very  
 13 well attended.  
 14 DR. GRIFFITH: It was.  
 15 MS. WEBB: We expect this one to be as  
 16 well.  
 17 I extend a personal invitation to each of  
 18 you and to everyone here this evening to come.  
 19 We'll have some invitation flyers ready  
 20 shortly, and we'll make sure to send them all  
 21 out.

Page 32

1 It's a free event, and I think you'll find  
 2 it really informative, educational, thought  
 3 provoking. And we hope to see you all there.  
 4 MR. LESHER: April 18th --  
 5 DR. WADLEY: -- one agency can't do it,  
 6 three agencies can't do.  
 7 MS. WEBB: Two and six.  
 8 DR. WADLEY: So together and then reaching  
 9 out to the rest of the community we can have a  
 10 much greater impact.  
 11 And we've already begun to see when you  
 12 put your strategies on the table, put them on  
 13 the paper, then we've seen just in the past  
 14 year and a half a lot of opportunities that  
 15 would come down that would fit one of those  
 16 strategies from any of our funding sources.  
 17 So that's what our purpose is, and we just  
 18 wanted to give you a little bit bigger picture  
 19 about what the strategies are, what type of  
 20 success we're already having, and looking  
 21 forward to a whole lot more.

Page 33

1 Any questions?  
 2 MR. PACK: Yeah. Let me say, first of  
 3 all, that I certainly applaud the collaboration  
 4 approach to this.  
 5 I know when I was leaving my former life  
 6 with P&P, I was just learning about ACE because  
 7 a lot of the men and women that we saw on the  
 8 back side of this trauma, having a score sheet  
 9 or an assessment sheet, you can kind of  
 10 pinpoint where it may have come from helps you  
 11 when you're drawing up case plans and you're  
 12 trying to put this person in the right therapy  
 13 or the right counseling.  
 14 And I on my own started looking for more  
 15 information about ACE and trying to get more  
 16 information for myself to better understand it.  
 17 So I certainly applaud the fact that we're  
 18 looking at early childhood trauma and then  
 19 trying to pinpoint where we can step in and  
 20 make some mitigation to help these individuals  
 21 out.

Page 34	Page 36
<p>1 These ten points, these ten initiatives</p> <p>2 that you laid out to us, who is going to be the</p> <p>3 repository of all this data? How is this going</p> <p>4 to be collected and then who is going --</p> <p>5 DR. WADLEY: Like we did today, send it to</p> <p>6 me.</p> <p>7 MR. PACK: Send it to you. I mean each</p> <p>8 one of these points can go in many different</p> <p>9 directions and take you a while to gather all</p> <p>10 the information on it and then to pull all this</p> <p>11 together and then put it into a report</p> <p>12 format --</p> <p>13 DR. WADLEY: That's the reason we didn't</p> <p>14 have it in advance.</p> <p>15 MR. PACK: Well, that's okay, that's okay.</p> <p>16 I'm not asking for it now. Just a thought come</p> <p>17 into my mind. We're trying to measure the</p> <p>18 fidelity of this, how is that going to be done?</p> <p>19 DR. WADLEY: I think we're looking just</p> <p>20 like we've done. We've got the ten things.</p> <p>21 Each time we get some data on it, not only do</p>	<p>1 give us the biggest bang for our buck, if you</p> <p>2 will, and how do we get other partners to get</p> <p>3 in, come in and help us do this.</p> <p>4 So I think down the road what we need to</p> <p>5 do is to start putting the data -- yes,</p> <p>6 narrative is important and I think there's</p> <p>7 always a narrative behind numbers. But I think</p> <p>8 putting that data into a spreadsheet so you can</p> <p>9 really track to see what you're doing and then</p> <p>10 having someone come in to help us really see --</p> <p>11 MR. PACK: Right. Look at your --</p> <p>12 DR. GRIFFITH: -- the benefits. But then</p> <p>13 also challenge us, challenge us to think</p> <p>14 differently.</p> <p>15 MR. PACK: Right.</p> <p>16 DR. GRIFFITH: Challenge us to look at the</p> <p>17 data in a different way, too.</p> <p>18 MR. PACK: Right.</p> <p>19 DR. GRIFFITH: So I do think that's a very</p> <p>20 good suggestion.</p> <p>21 MR. PACK: And I look because when I was</p>
<p>Page 35</p> <p>1 we want to put it in one place, but all three</p> <p>2 of us need it.</p> <p>3 MR. PACK: So you're not bringing in an</p> <p>4 outside assessor to come in and kind of look at</p> <p>5 this for you to see if what you're doing is</p> <p>6 actually working?</p> <p>7 DR. WADLEY: Well, we'll be evaluating</p> <p>8 some of the individual components. For</p> <p>9 example, like there's a way to look at the</p> <p>10 priority partners.</p> <p>11 Are we looking at how we can evaluate the</p> <p>12 whole thing?</p> <p>13 MR. PACK: I think that would be -- go</p> <p>14 ahead, I'm sorry.</p> <p>15 DR. GRIFFITH: I think you make a good</p> <p>16 point, and I think we just started just this</p> <p>17 past year meeting together realizing we're</p> <p>18 serving the same families.</p> <p>19 MR. PACK: Yeah.</p> <p>20 DR. GRIFFITH: We need to kind of get</p> <p>21 together and really identify what is going to</p>	<p>Page 37</p> <p>1 doing my research on ACE, I don't think anyone</p> <p>2 in the county does ACE screening right now.</p> <p>3 Is there anyone that does any ACE</p> <p>4 screening right now currently? I don't think</p> <p>5 For All Seasons does it, I don't think Channel</p> <p>6 Markers does it, you said you don't do it at</p> <p>7 DSS.</p> <p>8 MS. WEBB: Not currently.</p> <p>9 MR. PACK: So even the ACE training</p> <p>10 itself, because I looked into it to become</p> <p>11 certified, I don't think there's anyone in the</p> <p>12 county that does ACE training. So even from</p> <p>13 that standpoint.</p> <p>14 DR. GRIFFITH: -- a really good strategy</p> <p>15 to employ across agencies.</p> <p>16 MR. PACK: Right.</p> <p>17 DR. GRIFFITH: One of the things I can</p> <p>18 tell you as a school system, we've always</p> <p>19 partnered with Eastern Shore Psychological.</p> <p>20 And as soon as I started to see that</p> <p>21 there's a waiting list for children, that's</p>

Page 38

1 unacceptable.

2 So we have reached out to a lot of

3 different partners. But I think if we can get

4 all our partners in the room, and we can take a

5 look at something like that where we're using a

6 common scoring tool, it will help us I think

7 steer us in the right direction.

8 MR. PACK: I think you're definitely

9 headed in the right direction, absolutely. And

10 as you said, the collaboration of bringing all

11 your expertise to bear I think will give you

12 much mileage out of it.

13 Bringing in that I think fourth partner,

14 if you would, to kind of oversee what you're

15 doing and kind of say okay, these three are

16 working but let's fix these four over here and

17 give you a good assessment at the end of the

18 year, I think would give you a good road map

19 going forward.

20 DR. GRIFFITH: And we're also working very

21 closely with Talbot Family Network because you

Page 39

1 know Healthy Families and reengaging kids and

2 all a lot of these things are there. So we are

3 working with them. I think they could also

4 help us with that oversight.

5 MR. PACK: I like it.

6 Anyone else? Pete? Frank? Laura?

7 MR. LESHER: I had a one-on-one

8 conversation with Dr. Griffith a few weeks ago.

9 And, Dr. Griffith, you were telling me

10 back then about how much you needed these other

11 agencies in the county.

12 DR. GRIFFITH: Absolutely.

13 MR. LESHER: And this drives that message

14 home. This gives us some of the detail behind

15 that.

16 DR. GRIFFITH: Absolutely.

17 MR. LESHER: You've identified some pretty

18 daunting problems and some pretty terrifying

19 statistics for Talbot County, and I'm just glad

20 to hear that we've got a plan for going forward

21 on this.

Page 40

1 DR. GRIFFITH: Yeah. Thank you.

2 DR. WADLEY: One thing I just wanted to

3 mention is Kelly and I have talked about, we

4 already have school readiness, we have children

5 in Early Head Start, Healthy Families.

6 There's been the statement that we can

7 tell the difference, okay, if they've been in

8 these programs. It would be a lot better if we

9 could put that really in figures as we go

10 forward, and that's something that if you're

11 already collecting, you can do on a shoestring.

12 One of the things about getting a really

13 good, helpful consult and evaluation is

14 sometimes it's kind of costly.

15 MR. PACK: Sure, exactly. If you're doing

16 that initial ACE scoring let's say at pre-k or

17 first grade, then when do you do it again? Do

18 you do it at third grade? Do you do it at

19 seventh grade? Because trauma can drop at

20 different intervals of a person's life. So

21 when do you rescore them out and see if this --

Page 41

1 DR. WADLEY: -- anytime it happens between

2 birth and 18 years.

3 MR. PACK: Yeah. So you got to figure out

4 what cohort you're scoring at year one and then

5 are you scoring that same cohort at year five.

6 MS. WEBB: And really ideally we're

7 preventing those adverse childhood experiences

8 from occurring at all.

9 So what programs do we look at that

10 provide those positive experiences.

11 MR. PACK: So they won't happen at all.

12 MS. WEBB: Exactly.

13 MR. PACK: Parenting classes, substance

14 abuse classes.

15 DR. GRIFFITH: That's right. Because

16 we're really trying to be as proactive so we

17 don't have the statistics doubling.

18 MR. PACK: One of the women's facility,

19 they instituted a program where they allowed

20 the parents of these women to come inside the

21 walls because -- and I'm trying to think where

Page 42

1 it is as I'm talking. The director of that  
 2 institution realized that that relationship  
 3 between mother and child was important. If  
 4 you're talking about the abandonment, the score  
 5 of abandonment.  
 6 DR. GRIFFITH: Right.  
 7 MR. PACK: So they realized that even  
 8 though the parent may be incarcerated, if they  
 9 could still bring that child for an hour or two  
 10 or three behind the walls, it made a  
 11 difference. So yeah.  
 12 DR. GRIFFITH: Maintain that connection  
 13 and that relationship.  
 14 MR. PACK: Yeah. I like it.  
 15 Do you need any action from us tonight,  
 16 Dr. Wadley?  
 17 DR. WADLEY: We'll talk to you later.  
 18 DR. GRIFFITH: No. But we really wanted  
 19 you to know how much we're collaborating and  
 20 we're really trying to be proactive and make a  
 21 difference. And I think working together, we

Page 43

1 work really well together, and we are working  
 2 with the same families. So we really want to  
 3 make sure our community is getting what it  
 4 needs so we can do that. Thank you.  
 5 MR. PACK: Thank you all. Appreciate it.  
 6 Thank you for the effort.  
 7 DR. WADLEY: Thank you.  
 8 MS. WEBB: Thank you.  
 9 MR. PACK: Council, next on your agenda,  
 10 you have another update. This is coming from  
 11 the St. Michael's Senior Center/YMCA project.  
 12 We have Mr. Robbie Gill, the CEO of the YMCA of  
 13 Chesapeake, Inc., also Mr. Gary Gunther, the  
 14 executive director of Upper Shore Aging, Inc.  
 15 as well. I see Ms. Brooks is with us as well.  
 16 Come on up, Ms. Brooks. Childlene Brooks is  
 17 our director of our Senior Center, Brooklet's  
 18 Place here in Talbot County.  
 19 Welcome to you three.  
 20 MS. BROOKS: Good evening.  
 21 MR. PACK: Good evening. And Robbie.

Page 44

1 MR. GILL: Sure. I'll start. Thank you  
 2 so much for having us tonight and to provide an  
 3 update.  
 4 I just want to say again thank you so much  
 5 to the Council for your support of this project  
 6 and the staff and everything they've done,  
 7 specifically Jessica. She has done an  
 8 incredible job in supporting this effort as it  
 9 relates to grants. We've been extremely  
 10 successful in that endeavor. So I appreciate  
 11 it.  
 12 As you guys know, weather wasn't great at  
 13 the start. And so we suffered about 60 days  
 14 that we lost due to rain. But once the  
 15 building was enclosed, Willow Construction has  
 16 made tremendous progress.  
 17 We were actually just touring the facility  
 18 today. And sheetrock is in around 80 percent  
 19 of the facility now.  
 20 So right now substantial completion is  
 21 scheduled for May the 9th. We're kind of

Page 45

1 saying May 15th to kind of move in and get set,  
 2 and we're planning to officially open the  
 3 building on June the 1st.  
 4 So everything is going well. Tennis  
 5 courts and all the external pieces that need to  
 6 be done to support spring sports are good to  
 7 go. And I know they kick off on March the 1st.  
 8 And with my kids going to St. Michael's, I  
 9 don't have any high schoolers at this very  
 10 moment, but my eighth grader is excited to one  
 11 day play on those courts that are red and black  
 12 in Saints fashion, which is great.  
 13 And feedback from the community has been  
 14 tremendous. Everyone is super excited about  
 15 the project and seeing that YMCA open.  
 16 Fundraising continues to go well. We've  
 17 raised right at 6.2 million and continue to  
 18 work at that effort. So we're comfortable that  
 19 when the whole thing is said and done, the  
 20 facility will be debt free and will be in a  
 21 position partnering with the county and Upper

Page 46

1 Shore Aging to provide all programs and  
 2 services that are needed to make an impact.  
 3 So when you hear a little bit about the  
 4 needs of these younger kids, I was thinking we  
 5 run an early learning program ourself and the  
 6 YMCA could be a great help for a place for  
 7 folks within the St. Michael's and Bay Hundred  
 8 to connect to those similar programs, too.  
 9 So it's going to be a tremendous facility  
 10 and a tremendous partnership to make a huge  
 11 difference to what I believe will ultimately be  
 12 about three out of four people in the  
 13 St. Michael's and the Bay Hundred area.  
 14 MS. PRICE: I have a really important  
 15 tennis court question.  
 16 MR. GILL: Sure.  
 17 MS. PRICE: Because all the years my kids  
 18 played tennis, when we played against  
 19 St. Michael's and they were on the Easton team,  
 20 they did not have the score cards on the tennis  
 21 courts and you never knew what the score was.

Page 47

1 I got to know, are you going to have the  
 2 little flippy score cards?  
 3 MR. GILL: That's one of their secrets  
 4 down there is if you don't know the score, they  
 5 have a better shot at beating you.  
 6 Yeah. They'll have the same thing that  
 7 you have in Easton, yes, ma'am.  
 8 MS. PRICE: Okay.  
 9 MR. PACK: Gary.  
 10 MR. GUNTHER: We're certainly appreciative  
 11 of the County Council for the support of the  
 12 project. We're excited about it because we see  
 13 it as an intergenerational project.  
 14 As Robbie was saying, the proximity to the  
 15 schools and to the young people. We plan on  
 16 doing some programs that are intergenerational.  
 17 And again, we see that as a great benefit to  
 18 our older adults.  
 19 I think when we did the initial grants, we  
 20 looked at about 6,200 people in the Bay Hundred  
 21 area. And out of those folks, about 2,800 were

Page 48

1 age 60 or over. So over 40 percent of the  
 2 population in that area is 60 or over.  
 3 So we see those surveys that we've done,  
 4 we see a great demand for senior services. And  
 5 we feel like this facility will really help us  
 6 to be able to do some health promotion  
 7 activities, disease prevention activities, arts  
 8 and crafts, other kinds of activities that will  
 9 work well with the YMCA programs.  
 10 I'll let Childlrene talk to you a little  
 11 bit about what they've done in terms of  
 12 planning and putting together an advisory  
 13 committee for the center.  
 14 MS. BROOKS: Good afternoon. Good  
 15 evening, I'm sorry. I'm a little behind. It's  
 16 been a long day.  
 17 We have been working closely with Tracy  
 18 and the YMCA staff looking at programming. And  
 19 I'm just so grateful for Robbie and his staff  
 20 because they've offered to give us or loan us  
 21 some of their staff to do some senior

Page 49

1 programming for our seniors at no cost to us.  
 2 They will be having exercise programs and  
 3 things that will benefit them, things that they  
 4 can't actually get in Easton because we don't  
 5 have the facility here to do that, other than  
 6 taking them over to the Y. So that will be a  
 7 big benefit.  
 8 We put together an advisory committee for  
 9 that area to help us determine what programs  
 10 and activities they would like to see supported  
 11 at St. Michael's. We will have our first  
 12 meeting next Thursday at 1:30. So if anybody  
 13 is down there, if any of you are down there,  
 14 you would like to come to the Y and sit in on  
 15 that meeting, it would be definitely  
 16 appreciated.  
 17 One of the commissioners from  
 18 St. Michael's, Mr. Bibb, is going to serve as a  
 19 representative so that we'll have some  
 20 political forces behind us as well.  
 21 We did a presentation to the Town of

Page 50

1 St. Michael's a few weeks ago which went very  
 2 well. They were impressed with what we've done  
 3 and what we're trying to do.  
 4 We'll be holding a public forum on March  
 5 the 25th at the St. Michael's Library. And I  
 6 can send that information over to you all so  
 7 that you will have it.  
 8 MR. PACK: Please.  
 9 MS. BROOKS: We sent out invitations to  
 10 the churches and other groups in the community  
 11 to come out and listen to what we're trying to  
 12 do, give an update on the facility itself, and  
 13 also seek their input on things that they would  
 14 like to see happen.  
 15 MR. PACK: And I remember last year you  
 16 did a survey of your Bay Hundred residents to  
 17 try to figure out which programming you should  
 18 have there.  
 19 This meeting on the 25th, is that a  
 20 follow-up to that survey information?  
 21 MS. BROOKS: Not really. It's just to get

Page 51

1 everybody's input on the types of things that  
 2 they would like to see.  
 3 I mean we gave them a checklist for the  
 4 survey. And if we see that we have more people  
 5 interested in chair Pilates and, what was that,  
 6 pickleball. I'm trying to figure out the  
 7 pickleball. I can't figure that one out yet.  
 8 Just so we'll know where to start. We're not  
 9 just going to go in there and say this is what  
 10 you're going to do.  
 11 MR. PACK: No.  
 12 MS. BROOKS: Want to do things that they  
 13 want to do.  
 14 MR. PACK: So will the survey returns  
 15 still be honored?  
 16 MS. BROOKS: Yes, yes, yes. We will have  
 17 that information with us and say these are the  
 18 things that came out of the survey or these are  
 19 things that you're still interested in.  
 20 MR. PACK: And then you're still going to  
 21 pick it up from there. So are you still

Page 52

1 interested in these things or do you want  
 2 something more.  
 3 MS. BROOKS: Yes.  
 4 MR. PACK: Okay. I got you. That's a  
 5 good idea, that's a good idea.  
 6 Of all the controversy that's happening in  
 7 St. Michael's these days between police  
 8 stations, I mean this has been one that I think  
 9 the whole town and the whole Bay Hundred area  
 10 has gotten behind and supported, at least I  
 11 haven't heard any controversy or any  
 12 disagreement about the intergenerational YMCA  
 13 in St. Michael's.  
 14 MR. GILL: Those programs being blended  
 15 together will have a huge impact because it  
 16 connects in a different way. There's a ton of  
 17 things the Y does and the senior center does  
 18 that can complement one another as well as the  
 19 work the community center is doing.  
 20 And we know that a lot of folks that live  
 21 in that area have limited access to programs

Page 53

1 and services within Easton. And so it's going  
 2 to make a huge impact on a lot of the kids and  
 3 families and seniors there. And I appreciate  
 4 your vision for seeing this as --  
 5 MR. PACK: Let me just correct you. Your  
 6 all vision because you had to let I know me,  
 7 when you came to me, what, two, three years ago  
 8 with this idea, see what your vision was. And  
 9 I remember having conversation with Mr. Hollis  
 10 saying I think Ms. Brooks is basically.  
 11 MS. BROOKS: She's lost her mind.  
 12 MR. PACK: Lost her mind.  
 13 But as we went on and talked about it more  
 14 and more and your vision became much more  
 15 clear, what an idea. And I think it's been one  
 16 that other communities here on the shore now  
 17 want to model.  
 18 MR. GILL: For sure.  
 19 MR. PACK: It shows you how far ahead you  
 20 were in your thinking with this.  
 21 So we're looking at a June open date, give

Page 54

1 or take.

2 MR. GILL: We'll some do open houses for

3 you guys and other folks that have helped make

4 this happen. Just kind of small open house

5 events in late, probably mid to late May.

6 And then graduation for St. Michael's High

7 School is on June the 4th. And so while we're

8 opening on the first, we'll work with Andy and

9 county staff to figure out a date that would

10 work for you for an official ribbon cutting and

11 that. So it might be right before school lets

12 out, maybe that week of the sixth of June,

13 something like that.

14 MR. PACK: Just get with Andy and Jess,

15 just let us know.

16 MS. BROOKS: Make sure you got your

17 bathing suit ready.

18 MR. PACK: I don't know about that.

19 Robbie, you want to talk a little bit

20 about the naming of the building?

21 MR. GILL: Sure, sure. So Bob K. Perkins,

Page 55

1 who lived in that community, been a big not

2 only philanthropist, but community advocates

3 and volunteers for many, many years. Bob

4 passed. And their work has been really focused

5 around the Y, the Chesapeake Maritime Museum.

6 I know Pete knows that family very well. As

7 well as the Art Academy and Christ Church in

8 St. Michael's as well.

9 Bob passed away last year. Loved and

10 adored throughout the community and a mentor

11 for me and a close friend.

12 And so the YMCA wanted to honor their

13 family and his vision. He's the one that

14 really brought the Y to St. Michael's. He

15 believed deeply in that you needed, we as an

16 organization and as a community needed to go to

17 where people were and try to make a difference.

18 So the board voted to name the YMCA piece

19 of that project under the Perkins name. So it

20 will be the Perkins Family YMCA.

21 I guess the question then becomes do you

Page 56

1 want the naming to say Talbot County Senior

2 Center. You've got Brooklet's Place where

3 you're at now.

4 So I need to just figure out what that

5 looks like and then go back to the town to make

6 sure that signage is appropriate for location.

7 The original signage was just a Y logo. I

8 think it needs to be bigger and different than

9 that to where from Seymour Avenue you can

10 actually see it and know.

11 Because one of the requirements of the

12 building was that it blended with the school

13 facilities. And so if you don't have signage

14 that can differentiate, I worry that some

15 people may not know that that's actually a YMCA

16 and a senior center.

17 So if you want to have a conversation

18 around that offline, I don't really -- I don't

19 have a . . .

20 MR. PACK: We didn't -- we saw the

21 rendering, the picture here that you have. You

Page 57

1 sent to us and we have it in our packet.

2 We weren't prepared, I don't think we're

3 prepared to make any decision tonight on it.

4 MR. GILL: We don't need one. The next

5 couple of weeks, if we can figure that out.

6 Then we'll start working through that process

7 with the town.

8 MR. PACK: Again, me personally, again

9 we're missing one Council member. I wouldn't

10 want to move forward without Mr. Callahan

11 taking a look at it.

12 But me personally, I will tell you the

13 rendering that I'm looking at here now, I

14 personally have no problem with it, but let's

15 wait for Council to kind of get full.

16 MR. GILL: Sure.

17 MS. BROOKS: And the other thing we'd like

18 to take into consideration as well is we

19 haven't actually come up with a name for the

20 senior center portion.

21 MR. PACK: Okay.

Page 58

1 MS. BROOKS: Of that. It's been proven  
 2 that seniors don't want to be associated with  
 3 going to a senior center.  
 4 MR. PACK: Got you.  
 5 MS. BROOKS: So we're trying to think of  
 6 something snappy, and that's one of the things  
 7 that we'll talk about at that meeting next  
 8 week.  
 9 MR. PACK: And that's the 25th meeting?  
 10 MS. BROOKS: No. I don't have my  
 11 calendar. Next Thursday, what is that? The  
 12 seventh.  
 13 MR. PACK: Seventh?  
 14 MS. BROOKS: Yes. At 1:30.  
 15 MR. HOLLIS: So Mr. President, while  
 16 Ms. Brooks and Mr. Gunther are here, perhaps  
 17 they can take a minute to talk about the My  
 18 Senior Center software. It's actually under  
 19 county manager report, a request for funding.  
 20 Maybe you can talk about the benefits and  
 21 need for it now if you could.

Page 59

1 MR. PACK: Okay.  
 2 MR. GUNTHER: I guess over the last couple  
 3 of months our advisory committee reviewed  
 4 various software, touch screen software,  
 5 reporting software for both Brooklet's Place  
 6 and the new St. Michael's center.  
 7 One of the things that we looked for is  
 8 efficiency in being able to do our reporting,  
 9 and the touch screen technology allows us to be  
 10 a lot more effective in being able to register  
 11 folks.  
 12 They can come into the center. They can  
 13 simply see the touch screen. It will bring up  
 14 the list of classes for that day. If they're  
 15 going to participate in line dancing, if  
 16 they're going to participate in art class, if  
 17 they're going to have a meal, they touch those  
 18 activities. They have a bar code that's  
 19 scanned into the system and it records their  
 20 data.  
 21 And it makes it a lot easier than what we

Page 60

1 do currently where we have all of these lists  
 2 of activities with everybody's name on them.  
 3 And then it's the work of entering that data  
 4 into our current database system.  
 5 This will instantaneously be a part of the  
 6 system, loaded up, and it will make our  
 7 reporting much more smooth and effective and  
 8 definitely cost efficient.  
 9 MR. HOLLIS: And that data is needed for  
 10 the requirements of the Community Development  
 11 Block Grant that the county entered into. The  
 12 State requires a certain number of years of  
 13 actual census data to show or demonstrate that  
 14 the information you supply about the users is  
 15 actually accurate and occurring.  
 16 MR. PACK: So that software will do that,  
 17 collect that information for us?  
 18 MR. GUNTHER: Right.  
 19 MR. HOLLIS: Correct.  
 20 MR. PACK: So you want this in FY19 for  
 21 both the Brooklet's center and then the

Page 61

1 St. Michael's center?  
 2 MR. GUNTHER: So that way we can get it  
 3 working, make sure it's the way -- set it up  
 4 the way that we want it so we can immediately  
 5 begin in St. Michael's and we can start  
 6 gathering that data in June when the center  
 7 opens.  
 8 MS. PRICE: So when you were going to make  
 9 the request for the 2020 budget, was it going  
 10 to increase your budget number?  
 11 MR. GUNTHER: Yes. We included it in our  
 12 2020 budget.  
 13 MS. PRICE: Right. But it's more than.  
 14 So it's going to be higher than your budget  
 15 request last year?  
 16 MR. GUNTHER: Yes.  
 17 MS. PRICE: So that's the tough part.  
 18 It's not that we don't agree that you're going  
 19 to need the software.  
 20 But we're getting ready to go next week  
 21 starting into budget requests, and there's



Page 62	Page 64
<p>1 going to be a lot of piecemeal things here and 2 there that people are requesting. 3 So while I know you'd like to have it now, 4 I personally think, and I don't know whether 5 we're going to do this now or going to do it 6 later. 7 MR. PACK: We can do it now. 8 MR. HOLLIS: It's fine. 9 MS. PRICE: That we need to make this part 10 of the whole budget request as part of the big 11 picture because there might be another \$7,800 12 on something else or whatever amount. 13 So we're so close to the budget, that I'd 14 like to kind of at least get in, for me 15 personally, get into the budget process. 16 Whether we have to wait all the way to the end. 17 But for me to do it tonight, it's tough because 18 we're going to start hearing all the 19 presentations next week. 20 But I think one way or another we need to 21 get it, but we might have -- it might have to</p>	<p>1 cents. 2 MR. DIVILIO: I do feel like that I think 3 I would much rather wait and see the whole 4 budget before making a decision on it, but I'll 5 defer for future opinion. 6 MR. LESHER: Well, I think if I come out 7 on the other side, that doesn't get us to a 8 majority to move forward tonight. 9 Let's look at what further information we 10 can gather on this and what room we have within 11 the contingency this year. 12 MR. PACK: I'm going to use my skills of 13 persuasion, see if I can bring two of you over 14 to my side of the table. 15 I see this as different than when the 16 school came to us last month regarding the 17 locks because they were not about to install 18 doors, as we know. They're far from installing 19 doors. So we said to the school, if you 20 remember, we're going to wait on the locks 21 because you're not even -- you don't have</p>
<p>Page 63</p> <p>1 be shifting funds from something else that you 2 all do, and I haven't seen your total budget 3 request yet. 4 MR. PACK: And Mr. Hollis, this would come 5 out of the general fund, the 7,800 would come 6 out of the general fund? 7 MR. HOLLIS: It would come out of 8 contingency for this fiscal year. 9 MR. PACK: Mr. Divilio, on the request to 10 fund the 7,800 out of the current budget out of 11 contingency, what is your opinion on it? 12 MR. DIVILIO: As you're approaching and 13 finishing the project, I see the value in 14 having it now. 15 MS. PRICE: But this is for Brooklet's 16 Place. 17 MS. BROOKS: No. It's for both. 18 MR. PACK: It's for both. 19 MS. BROOKS: It's for both centers. 20 MR. PACK: So I will let you finish and 21 then I'll go to Mr. Leshner and I'll have my two</p>	<p>Page 65</p> <p>1 walls, much less doors. 2 What I'm hearing now from the CEO of the Y 3 is that they're going to open this building 4 June, and this system would allow the senior 5 portion of it to collect their data, to allow 6 their users to go in, sign up for classes. 7 Also allow her staff the ability to get 8 acclimated to this software now, rather than 9 wait until we pass the budget at the end of 10 June. 11 So my suggestion to my fellow Council 12 members is to approve this now out of 13 contingency. I think it is time sensitive as 14 we're about to go into the building in June. 15 We're hearing from our director saying 16 that, and from our county manager, it's going 17 to allow us to collect data that we're going to 18 use that our grantee, the State, needs. 19 So I would ask that, and if I have to give 20 up the gavel to do it, I'll ask for a motion. 21 MR. GILL: Can I say one thing?</p>

Page 66

1 It also, on our side, it would help us  
 2 because the senior center is not open every  
 3 day. So on the front loading, you're getting  
 4 ready to open that facility. It gives us the  
 5 ability to train Y staff to understand that  
 6 technology as well as the programs and  
 7 services. So if a senior walks in on a  
 8 Saturday, or a Y member for that matter, and  
 9 wants to learn more about a program, we've  
 10 gotten a ramp-up period of time to get prepared  
 11 to be able to then connect them.  
 12 And you're able to start fresh. Whereas,  
 13 if you ran 30 days and then you got to retrain  
 14 staff, that could be somewhat challenging.  
 15 So I would say, I'm not helping you out on  
 16 Brooklet's at all here, but with the new  
 17 facility, it is a great opportunity to make  
 18 sure you have all staff cross trained to where  
 19 people can answer the questions that are  
 20 necessary. And you got a time window to do it  
 21 that's pretty. . .

Page 67

1 MR. PACK: Pretty tight.  
 2 MR. GILL: You don't get a chance usually  
 3 to go from nothing to something and then be  
 4 ready.  
 5 MR. PACK: Let me ask this to you, Gary or  
 6 Childlene, if this, and I hope we do get  
 7 approval tonight, if you get approval of this  
 8 tonight, from the time of the order to  
 9 receiving the hardware and software, what is  
 10 your time frame on that to actually get in it  
 11 hand?  
 12 MS. BROOKS: We have not talked to him.  
 13 I'm sure that as soon as we say go, we can get  
 14 the packet started, put it --  
 15 MS. PRICE: So let me reiterate something  
 16 that I said in my comments. I didn't say wait  
 17 until we pass a budget. I said give us a  
 18 couple of weeks to look at the budget.  
 19 So I'm not saying wait until we pass the  
 20 budget at the end of May or June 1st. I'm  
 21 saying give us two, three, maybe four weeks so

Page 68

1 we can see the whole budget, even if we put it  
 2 back on the agenda two weeks from now.  
 3 I just am in the dark. We have not seen  
 4 anything yet. I really would rather -- again,  
 5 I'm not asking to wait until we pass a budget.  
 6 MR. PACK: Okay. I misunderstood you,  
 7 then.  
 8 MS. PRICE: I'm asking to wait two to four  
 9 weeks until we can at least assess what the  
 10 budget is.  
 11 MR. PACK: Again, I wouldn't -- two to  
 12 four weeks, an opening date of June. Again, I  
 13 would just stress that this is somewhat time  
 14 sensitive.  
 15 MS. PRICE: They would have almost three  
 16 months still to do it.  
 17 MR. PACK: It still depends on getting --  
 18 once you place that order, getting the  
 19 merchandise in hand.  
 20 MS. PRICE: I know software comes in a  
 21 couple of days.

Page 69

1 MS. BROOKS: This software has to be  
 2 programmed. It's not just setting the  
 3 software.  
 4 MR. PACK: No. This is not going to Kinko  
 5 or going to a store and buying it off the  
 6 shelf. So that's why I have a sense of urgency  
 7 this evening.  
 8 MS. PRICE: In two weeks we will have seen  
 9 the budget.  
 10 MR. PACK: For us --  
 11 MS. PRICE: Two weeks.  
 12 MR. PACK: And I think county manager has  
 13 already indicated that we do have the 7,800 in  
 14 contingency to purchase it. If it's a good  
 15 idea today, it's going to be a good idea in two  
 16 weeks.  
 17 The need is just going to be there. It's  
 18 just going to be a bit more urgent if we've  
 19 allowed two weeks time to expand.  
 20 So I would ask, Frank and Pete and Laura,  
 21 that we would do this this evening and the

Page 70	Page 72
<p>1 chair would ask for a motion to do so.</p> <p>2 MR. LESHER: I will so move.</p> <p>3 MR. PACK: Motion is made by Mr. Lesher.</p> <p>4 MR. DIVILIO: I'll second it.</p> <p>5 MR. PACK: Seconded by Mr. Divilio.</p> <p>6 And that is to proceed with the purchase</p> <p>7 of the software for My Senior Center in the</p> <p>8 amount of \$7,800 out of the FY19 budget.</p> <p>9 I'll entertain further discussion at this</p> <p>10 time. Ms. Price.</p> <p>11 MS. PRICE: It's not that I don't support</p> <p>12 the concept, but I need to see the bigger</p> <p>13 picture. Right now I'm totally in the dark of</p> <p>14 what our other requests are. So it's not that</p> <p>15 I don't support you, but I would need to wait a</p> <p>16 little bit.</p> <p>17 MR. PACK: Okay.</p> <p>18 MR. DIVILIO: And I would just add in that</p> <p>19 this is a huge project, working together. I</p> <p>20 think that you need every opportunity to move</p> <p>21 forward as quickly as you can and get off the</p>	<p>1 MR. PACK: Aye.</p> <p>2 SECRETARY: Mr. Divilio.</p> <p>3 MR. DIVILIO: Aye.</p> <p>4 SECRETARY: Ms. Price.</p> <p>5 MS. PRICE: No, not yet.</p> <p>6 SECRETARY: Mr. Lesher.</p> <p>7 MR. LESHER: Aye.</p> <p>8 MR. PACK: Okay. Motion passes to</p> <p>9 purchase the software of \$7,800 in FY19 budget.</p> <p>10 Has been certified by county manager that we do</p> <p>11 have it in contingency.</p> <p>12 Anything further from you all?</p> <p>13 MS. BROOKS: I'd just like to say thank</p> <p>14 you. We really appreciate that.</p> <p>15 And I can understand Ms. Price's</p> <p>16 reservations.</p> <p>17 MR. PACK: So do I.</p> <p>18 MS. BROOKS: But in order for us to start</p> <p>19 out properly instead of have to wait until even</p> <p>20 a month down the road is going to be that much</p> <p>21 longer for us to get that equipment in place,</p>
<p>1 ground as well as you can.</p> <p>2 MR. LESHER: I have nothing further.</p> <p>3 MR. PACK: And I would join in</p> <p>4 Mr. Divilio's comments. I think that this is</p> <p>5 somewhat more time sensitive than the locking</p> <p>6 doors that we pushed back last time.</p> <p>7 We are about to get this center up and</p> <p>8 running. We want to make sure there is not</p> <p>9 hiccups and that we're serving the users as</p> <p>10 best we can on day one, that the staff is</p> <p>11 trained, they're well versed with the little</p> <p>12 tweaks that come with the new system.</p> <p>13 So I just appreciate this motion moving</p> <p>14 forward tonight so they can get the software</p> <p>15 and things in hand that they need.</p> <p>16 So we have a motion by Mr. Lesher, second</p> <p>17 by Mr. Divilio. We have had some discussion on</p> <p>18 it.</p> <p>19 Madam Secretary, would you please call</p> <p>20 your roll.</p> <p>21 SECRETARY: Mr. Pack.</p>	<p>1 get a staff trained to use that equipment, get</p> <p>2 all the software and everything that we need to</p> <p>3 have in there and know how to use it. So we</p> <p>4 want to be ready on June 1st when that center</p> <p>5 opens to go forth with that.</p> <p>6 So thank you --</p> <p>7 MS. PRICE: -- shave off a little bit off</p> <p>8 your 2020 request below to help cover some of</p> <p>9 this that just got approved.</p> <p>10 MR. PACK: They'll take 7,800 off their</p> <p>11 2020.</p> <p>12 MS. PRICE: That's not what I mean. I</p> <p>13 don't mean 10,000 plus 7,000 out of what would</p> <p>14 have been your base request. If there's any</p> <p>15 way you can trim that.</p> <p>16 It's going to be a very difficult budget</p> <p>17 year and there are going to need to be cuts in</p> <p>18 the budget. So anything we add takes away from</p> <p>19 something else.</p> <p>20 MR. PACK: Okay.</p> <p>21 MR. GILL: Last thing I'm going to say.</p>

Page 74

1 I'm just so proud of our community. This is  
 2 cool when you got an on-school property, a  
 3 YMCA, and a senior center right there that  
 4 everyone can access. The whole community can  
 5 come together. That just doesn't happen.  
 6 MR. PACK: Right.  
 7 MR. GILL: It's super cool. It's going to  
 8 make a huge difference and I'm excited to have  
 9 you guys down there so we can see it in action  
 10 making a difference in the lives of those kids  
 11 and seniors and adults. It's going to be  
 12 awesome.  
 13 So thank you for making it happen.  
 14 MR. PACK: Like I said, the vision of  
 15 Ms. Brooks and yourself, Robbie, for thinking  
 16 about this and putting it together and Gary.  
 17 We're really blessed to have you guys in the  
 18 community and working together.  
 19 Again, we heard the collaboration from our  
 20 health officer and our superintendent and our  
 21 director of DSS just a little while ago. And

Page 75

1 now we see again collaboration of --  
 2 MR. GILL: The school board and Kelly have  
 3 been unbelievable. I mean that place has been  
 4 pretty chopped up for a bit. So they've been  
 5 awful kind to let that happen.  
 6 So it's going to be well worth the effort.  
 7 I'm just excited.  
 8 MR. PACK: We can't wait for the ribbon  
 9 cutting. Thank you guys very much. Have a  
 10 good night.  
 11 Ms. Price is just having a conversation.  
 12 She just stepped out of the room.  
 13 We're going to move on our next agenda  
 14 item. It's going to be an update on the 2020  
 15 census. Ms. Jillian Cordova is here with us.  
 16 She's a partnership specialist with the USA  
 17 Census Bureau in Philadelphia. Good to see  
 18 you.  
 19 And Martin Sokolich, our senior planner,  
 20 is here with us as well.  
 21 And I'm sorry, I don't have another name

Page 76

1 here.  
 2 MS. CORDOVA: She's new joining us.  
 3 MR. PACK: She's new.  
 4 MS. CORDOVA: Why don't you introduce  
 5 yourself.  
 6 MS. DURHAM-MILLER: Chasity Durham-Miller.  
 7 MR. PACK: Ms. Durham-Miller, welcome.  
 8 MR. SOKOLICH: I'm just here to introduce  
 9 you all to each other. And I know that Jillian  
 10 is our regional participation specialist who  
 11 will be working over the next year with Easton  
 12 and Talbot County in particular, but also the  
 13 Eastern Shore in general on assuring a complete  
 14 count for the census a year and a couple of  
 15 months from now.  
 16 MR. PACK: Great.  
 17 MS. CORDOVA: Great introduction. So  
 18 those are really interesting groups to follow  
 19 up, especially the first one. I've had some  
 20 experience working in some of those programs  
 21 and sitting behind the grant writing. And we

Page 77

1 know how important that first paragraph of a  
 2 narrative is with the census data.  
 3 So we're here to talk about the 2020  
 4 census.  
 5 Just to kind of start with a little bit of  
 6 a brief history. The US Constitution requires  
 7 that each decade we take a count of America's  
 8 population. That count happens on the zero  
 9 year every ten years.  
 10 This data is so important for how many  
 11 state representatives we have in Congress.  
 12 Clearly our communities rely on this data for  
 13 planning, to meet residents' needs, roads,  
 14 schools, emergency services, all sorts of  
 15 things. In fact, I do have a couple of folders  
 16 with lots of information to kind of back some  
 17 of that up as well.  
 18 Each year the federal government  
 19 distributes more than \$675 billion out to  
 20 states and communities based on this census  
 21 data.

Page 78

1 Just recently on February 15th Governor  
 2 Hogan released an executive order where he  
 3 established a state Complete Count Committee.  
 4 He appointed two members to sort of run that  
 5 committee and kind of get the rest of the state  
 6 and local jurisdictions involved in making sure  
 7 we get a complete count.  
 8 In that executive order, he outlined that  
 9 just in 2019, the State of Maryland received  
 10 more than 13 billion federal funds that was  
 11 secured using census data.  
 12 Also, to kind of back that up, he recently  
 13 released a grant opportunity so that local  
 14 jurisdictions can apply for funding to assist  
 15 with 2020 census activities, which we'll talk a  
 16 little bit more about.  
 17 The 2020 census is going to be unique  
 18 because it's the first time that we are going  
 19 to ask for people to apply online. And we know  
 20 that that can be gray in many ways, but it also  
 21 has a lot of barriers, especially for us out

Page 79

1 here on the Eastern Shore living in rural areas  
 2 with limited Internet access sometimes.  
 3 However, we also will continue to offer a  
 4 call-in option, a paper option, and then at the  
 5 end of the day if those don't work, we'll have  
 6 someone coming out knocking on the doors, kind  
 7 of like I think what people tend to think of  
 8 the census as.  
 9 So in March of 2020 people will get a kind  
 10 of postcard invitation in the mail with a code.  
 11 You don't have to wait until April 1, 2020, to  
 12 go ahead and fill that out. You start then.  
 13 We'll also have a few operations ahead of  
 14 that, like to get out there and go to college  
 15 campuses to get students to respond as well as  
 16 homeless shelters or homeless encampments.  
 17 We'll have different operations along the way  
 18 to make sure we get an appropriate count there  
 19 as well.  
 20 So one of the big asks that we come here  
 21 today is developing, like Mr. Sokolich said, a

Page 80

1 Complete Count Committee. And those count  
 2 committees can look -- we would love to ask  
 3 like a county count committee where maybe you  
 4 all decide someone that you think would be a  
 5 best fit and you could surround community  
 6 leaders, governmental agencies around a table  
 7 to start reaching some of the areas in the  
 8 community that you feel really need to be  
 9 reached. And I'll talk a little bit about that  
 10 more.  
 11 Also, that count committee would decide  
 12 what message would need to be sent. Especially  
 13 within this political climate, we want to make  
 14 sure that people understand the importance of  
 15 the census and that their data is safe and  
 16 confidential. And it is also protected under  
 17 section nine title 13 of the US code.  
 18 And when we signed up for this job, we  
 19 took an oath for life that we have to protect  
 20 that data in all ways possible. And we can  
 21 face jail time and \$250,000 fine, which I don't

Page 81

1 think either one of us have in the bank to make  
 2 that sacrifice. So we take this very  
 3 seriously.  
 4 Another resource that was recently  
 5 released is the census website called ROAM.  
 6 It's the Response Outreach Area Map. It can  
 7 easily be found by just doing a quick Google  
 8 search. And with that mapper, we can zero down  
 9 onto local communities and take a look at low  
 10 predicted response score areas.  
 11 I can tell you for Talbot County the  
 12 biggest area is right in this urban area  
 13 surrounding Easton. Any community that has a  
 14 20 percent or higher score are areas that we  
 15 really want to focus on.  
 16 When you click on that area, on the map it  
 17 kind of shows up as a darker blue area. It  
 18 gives the demographics about the area.  
 19 Just kind of knowing the Eastern Shore,  
 20 we're growing quite a bit. But some of the  
 21 things that were brought to my attention

Page 82

1 specifically on the Easton area was that there  
 2 was a larger percentage of a foreign born  
 3 population as well as a larger percentage of  
 4 people who speak less than very well English.  
 5 So as we would be thinking about forming a  
 6 Complete Count Committee, we want to take some  
 7 of those demographics into consideration that  
 8 those are going to be areas that we really want  
 9 to get messaging out to.  
 10 MR. PACK: Can I ask a question?  
 11 MS. CORDOVA: Got for it. Sure.  
 12 MR. PACK: You said areas that score a  
 13 20 percent or higher?  
 14 MS. CORDOVA: Yes.  
 15 MR. PACK: In what category or categories  
 16 is that 20 percent?  
 17 MS. CORDOVA: That category is just low  
 18 response score.  
 19 MR. PACK: Low response score?  
 20 MS. CORDOVA: Yes.  
 21 MR. PACK: Okay.

Page 83

1 MS. CORDOVA: And the way we determined  
 2 that was based on the results from the 2010  
 3 census and the American Community Survey that  
 4 is done every five years. So that's kind of  
 5 how we predicted that.  
 6 MR. PACK: So low response score of 20  
 7 percent or greater. Okay.  
 8 MS. PRICE: And is it a low response score  
 9 because people are afraid of maybe their  
 10 immigration status?  
 11 MS. CORDOVA: Could be. There's several  
 12 variables as to what comes out of those low  
 13 response score areas.  
 14 Sometimes it's a total population, the  
 15 household income. And the biggest population,  
 16 as interesting as this sounds, that we have  
 17 issues with responding to the census is people  
 18 who have children under the age of five in  
 19 their home. And there could be a bunch of  
 20 reasons for that. I know if I were filling it  
 21 out that I've got children that age that I'm

Page 84

1 not thinking that they contribute to any bit of  
 2 the income and may not consider filling that  
 3 out.  
 4 Other issues are children that are being  
 5 raised in households with grandparents. The  
 6 grandparents might not consider that they need  
 7 to also report them in that home, but then  
 8 they're also not being reported by their  
 9 parents who may be in a different home.  
 10 Other issues we have is someone may be  
 11 accepting public assistance. They accepted at  
 12 one address but they're actually living at  
 13 another one and they don't want to respond for  
 14 that fear that this is going to come back and  
 15 haunt them in some way. And that's why we  
 16 really want to push the confidentiality of the  
 17 census. That information does not get shared.  
 18 MR. PACK: Do you have Talbot County  
 19 broken up geographically?  
 20 You said in Easton is 20 percent. What  
 21 about in Oxford?

Page 85

1 MS. CORDOVA: The only issue I saw looking  
 2 at that map, and I would have to go back to it,  
 3 was really Easton.  
 4 Honestly, the Eastern Shore has spotty  
 5 areas all over the place. There's some  
 6 counties that it's like a rural area that seems  
 7 to be more of an issue, but Easton is what --  
 8 for Talbot County it's Easton. Dorchester it  
 9 was Cambridge. Somerset it was Princess Anne.  
 10 And each area, some areas are just bigger than  
 11 others. But primarily I've noticed the most  
 12 population dense area of each county seems to  
 13 have an issue.  
 14 Fortunately, Easton is it. It's only  
 15 about like 21 percent. So it's not a major  
 16 concern, but it is of some concern.  
 17 MR. PACK: I was just wondering because we  
 18 have municipalities here. Oxford is another  
 19 one. So I was wondering if you had that data  
 20 for those municipalities broken out so we can  
 21 look at it to see if Easton is 21 percent,

Page 86

1 those demographics that you just talked about,  
 2 you're going to find more in Easton than you  
 3 are in Oxford. So Oxford, I would assume the  
 4 non-responsive rate would be much, much lower.  
 5 Just an assumption.  
 6 MS. PRICE: Half of our entire population  
 7 lives in Easton. So that's why it makes sense.  
 8 MS. CORDOVA: And Ms. (Inaudible), she  
 9 definitely gave me some great insight as to the  
 10 community a little bit. I was surprised to  
 11 hear about how big of a seasonal community that  
 12 Easton has. And that's going to be important  
 13 in making sure on April 1, 2020, census data,  
 14 they're responding wherever they might be,  
 15 whether it's here or wherever their other homes  
 16 are.  
 17 MR. PACK: So that would be St. Michael's.  
 18 MS. PRICE: I mean how does that work if  
 19 people are living six months and a couple days  
 20 someplace and six months minus a couple of days  
 21 someplace else? Are they -- are you able to

Page 87

1 figure -- you have to figure that out somehow.  
 2 I mean where are they filling out their census?  
 3 MS. CORDOVA: Well, they'll figure it out  
 4 wherever they are, but they're going to have to  
 5 fill it out based on where they spend that six  
 6 months and one day or more a year basically.  
 7 MR. PACK: Where they're paying their  
 8 taxes.  
 9 MS. CORDOVA: Right. Exactly.  
 10 What else I'm missing here? Okay.  
 11 So getting back into that Complete Count  
 12 Committee that we would use to hopefully  
 13 address the census, let people know it's  
 14 coming, let those areas where we're concerned  
 15 about low response score is developing that  
 16 Complete County Committee. This committee  
 17 basically is a volunteer committee established  
 18 by government and community leaders to increase  
 19 awareness and motivate residents to respond.  
 20 Essentially it's a neighbor to neighbor  
 21 program.

Page 88

1 I live in Wicomico County. So for me to  
 2 go knock on someone's door in Easton and tell  
 3 them why this is important and what issues  
 4 should be important to them isn't going to be  
 5 the same as the issues I have living in  
 6 Wicomico County.  
 7 So essentially we want people working in  
 8 this or being a part of this committee that  
 9 really can relate to the community, the low  
 10 response score communities, and anyone else  
 11 that you feel would be important. And also  
 12 they are trusted leaders in the community that  
 13 people are going to pay attention to the fact  
 14 that here we are talking about the census.  
 15 The way that kind of looks is we are the  
 16 US Census Bureau liaisons. You could come in.  
 17 We would help train this community. We would  
 18 make ourselves available with resources and  
 19 anything possible.  
 20 We like to say invite us to the party. We  
 21 want to be at any of these event openings that

Page 89

1 are happening, any fairs. If we can get time  
 2 on any agendas, as little or as much as  
 3 possible. We can talk forever about the census  
 4 or we can talk about five minutes. We're just  
 5 letting people know we're out there.  
 6 Another really great resource that we're  
 7 offering is we have lots and lots of jobs.  
 8 This summer we're going to start our address  
 9 canvassing operation. So we're looking for  
 10 people hopefully within the community that are  
 11 willing to get trained, work maybe on -- you  
 12 can work almost full time hours, but it's  
 13 limited operations throughout the census. The  
 14 pay I believe starts around \$17 an hour. I  
 15 know it's no less than that. It actually may  
 16 be a little bit more. I can follow up on that  
 17 with you.  
 18 People have to apply online to do that.  
 19 I've been working with Maryland Workforce  
 20 Development Center and they've been posting the  
 21 jobs regularly. I think I've driven all across

Page 90

1 the county in the last couple of months posting  
 2 flyers wherever possible.

3 But again, we want these jobs filled by  
 4 people that are in the community that are  
 5 trusted so that you go knock on someone's door,  
 6 you have a question, it's people that already  
 7 know about the community in general.

8 And basically the way that would work is  
 9 they would go to a local training for a few  
 10 days. They would do a couple of training  
 11 things at home. They would get either a tablet  
 12 or an iPhone to be able to go out and do the  
 13 work being asked.

14 And address canvassing is our first  
 15 operation. But as we get closer to the census,  
 16 we'll have other operations, like enumerators  
 17 that eventually do go out and knock on the  
 18 doors. We have recruiting assistants who are  
 19 out there right now recruiting for these  
 20 positions as well.

21 Am I missing anything?

Page 91

1 Do you have any other questions for us?  
 2 MR. PACK: That's a lot. So you're going  
 3 to form this census team?

4 MS. CORDOVA: Essentially we ask that you  
 5 all form the census team or that you appoint  
 6 someone that you feel would be helpful to form  
 7 the census team.

8 He's had a lot of experience in previous  
 9 censuses, but we really need someone who is a  
 10 community organizer and knows the community  
 11 well to kind of put people around the table.  
 12 And it can be as high as a governmental level,  
 13 but also we can have smaller subcommittees and  
 14 nonprofits. We're available to work with those  
 15 different teams.

16 But essentially we don't know the  
 17 community as well as you all do.

18 MR. HOLLIS: So Council, just to remind  
 19 you, the past census efforts, the Planning  
 20 Department has worked on the Complete Count  
 21 Committee, the formation of it and assisting

Page 92

1 with it and things of that sort. I'm not  
 2 looking at poor Mr. Martin to do all that, but  
 3 it has fallen to the planning office in years  
 4 past.

5 MR. SOKOLICH: We have already had some  
 6 discussions about people in the community who  
 7 we want to try to place or find out if they're  
 8 interested in doing it and getting them in  
 9 touch with Jessica to try to organize together.

10 MS. CORDOVA: Yes.

11 MR. LESHER: Engaging members of the  
 12 community to assist with that could be really  
 13 critical to the success of this. We all know  
 14 how devastating an undercount can be for  
 15 anything from funding formulas to, frankly, our  
 16 democratic representation in the State House  
 17 and Washington.

18 MS. CORDOVA: Absolutely.

19 MR. LESHER: We have to find a way of  
 20 tackling this making sure we don't get an  
 21 undercount here.

Page 93

1 MS. CORDOVA: Right.

2 MR. LESHER: At what point do you do  
 3 census block delineation?

4 MS. CORDOVA: That will be this summer.  
 5 That starts with the address canvassing this  
 6 summer.

7 MR. LESHER: Do you consult any local  
 8 bodies about how those census blocks are  
 9 delineated?

10 MS. CORDOVA: Right here.

11 MR. LESHER: That comes through the  
 12 Planning Office.

13 How do you draw the lines around the  
 14 census blocks?

15 MR. SOKOLICH: Well, the census blocks  
 16 were drawn after the last census, the 2010  
 17 census. So we're still updating those.

18 If we draw new lines, it will probably be  
 19 because there is concentrations of populations.  
 20 Again, around Easton where new homes have been  
 21 built.



Page 94

1 MR. LESHER: Right.

2 MR. SOKOLICH: And there's a greater

3 concentration.

4 We go from the tract level to the block

5 group level and then down to the block level,

6 smaller and smaller groups of people to try to

7 keep them relatively similar in size.

8 MR. LESHER: I recall some overly large

9 ones that when we were doing districting after

10 the last census made it difficult to -- it

11 limited some options.

12 MR. SOKOLICH: Yes. We did start looking

13 at the east side of Easton, which did not have

14 its own tract set up for it, where most of the

15 development has probably taken place since

16 2010.

17 MR. LESHER: That's where I recall

18 encountering some challenges.

19 MR. SOKOLICH: We're looking at trying to

20 figure out how to start with the technical part

21 of this and draw out where a new tract might

Page 95

1 fit in there and send that back up.

2 When they come back to do their events in

3 the summer, they'll have a little bit more of

4 an idea that these people are part of an Easton

5 tract and not mixed up with Cordova and Queen

6 Anne and one great big census track.

7 MR. LESHER: Thank you.

8 MS. CORDOVA: I do have some information

9 to share with you all in these folders.

10 There's a lot of different information about

11 the Complete Count Committees. We also offer

12 census in-school programs, which may be

13 something you just want to pass along.

14 But we met with someone recently and they

15 said if it wasn't for the kids coming home

16 talking about recycling, none of us would be

17 recycling. So some of these small programs are

18 a really good way to get the message back in

19 the home. Very easy free program that we offer

20 online for teachers to kind of adopt as well.

21 MR. PACK: Okay. And Martin, if I'm

Page 96

1 hearing correctly, and I see Mr. Salinas is

2 sitting in the back row, has the Planning

3 Commission already begun the formations of this

4 committee?

5 MR. SOKOLICH: No.

6 MR. PACK: We have not?

7 MR. SOKOLICH: No. We wanted to have this

8 discussion with you first. Had one delay

9 already from the weather and all those kinds of

10 things.

11 She's got a lot of ground to cover. We're

12 still in good shape at this time to get that

13 formed.

14 MR. PACK: Do you want to get back with

15 Mr. Hollis and let us know your thoughts on

16 that?

17 MR. SOKOLICH: That will probably be a

18 two-way conversation, too. I would probably be

19 talking to you all about people in the

20 community that you are aware of that you think

21 might be good candidates for this, if they're

Page 97

1 interested or have some time available.

2 MR. PACK: Right. So why don't we get

3 back with you sooner than later and see what

4 ideas you guys have.

5 MR. SOKOLICH: Sure.

6 MR. PACK: Anything more?

7 MS. CORDOVA: No. That's it. Thank you

8 all so much for having us.

9 MR. PACK: Ms. Cordova, thank you for

10 coming in. Thank you as well for joining us.

11 Appreciate it.

12 MS. CORDOVA: Thank you.

13 MR. PACK: Okay. Council, we have another

14 presentation. Pretty big group here. We have

15 the Talbot County agricultural community.

16 We have Mr. Shawn Smith, acting district

17 manager of Talbot County Soil Conservation

18 District. We also have Ms. John Swaine with

19 us, the III. He's the chairman of the board of

20 supervisors for the Talbot Soil Conservation

21 District. We have Mr. Howard Callahan. He's a

Page 98

1 nutrition management specialist. We also have  
 2 with Mr. Ed Heikes. I saw Mr. Heikes. He's in  
 3 the back there. He's a member of the board of  
 4 directors. We have Ms. Shannon Dill there.  
 5 She is our extension educator. And we have  
 6 also Mr. John Barga, Mr. John Barga.  
 7 Are they all coming up with you or are  
 8 they just going to give support from there?  
 9 MR. SWAINE: I think they're going to come  
 10 up as we rotate through.  
 11 MR. PACK: They're going to come up as you  
 12 need, them. Okay, all right. John, you or  
 13 Shannon, who is going to kick off here?  
 14 MS. DILL: Sure. I'll kick off. Thanks  
 15 for having us. We've done this kind of  
 16 annually each year, and it's just a great way  
 17 for us to come together as different  
 18 organizations and agencies in the county that  
 19 support the agriculture community.  
 20 I'm with University of Maryland Extension  
 21 here in Talbot County and also is Robert

Page 99

1 Baldwin, our area extension director supporting  
 2 us here tonight.  
 3 And I shared some dates and some things  
 4 and some numbers that we've been working on in  
 5 the agriculture natural resource area, agronomy  
 6 programs, our pesticide recertification,  
 7 nutrient management. We do a women in  
 8 agriculture program, beginning farmer. Of  
 9 course, the Talbot County Corn club.  
 10 And one of the things that we have done  
 11 for a number of years is the farm tour. And  
 12 that was one of the things we did want to bring  
 13 forward and see if that would be of interest to  
 14 the County Council this year, going out and  
 15 visit some farms, talking about agriculture and  
 16 production in a closed-in area. It's nicer to  
 17 get out on the farm and to see. And I think  
 18 that's kind of where the learning happens.  
 19 So if there's interest in doing that, we'd  
 20 love to organize a tour again.  
 21 MR. LESHER: Absolutely.

Page 100

1 MR. PACK: I would said yes, set it up.  
 2 MS. DILL: Spring, fall, summer? We'll  
 3 kind of send some dates around maybe.  
 4 MR. PACK: Spring.  
 5 MS. PRICE: Whatever works for you guys.  
 6 MR. PACK: Maybe spring.  
 7 MS. PRICE: Sometimes you guys are in the  
 8 middle of harvesting or planting or whatever,  
 9 and we want to make sure it's easy for you all.  
 10 MR. PACK: As long as it's not too hot.  
 11 MS. DILL: That sounds good. And  
 12 sometimes that is the best time to be on the  
 13 farm, too. So we'll try to plan around that.  
 14 MR. PACK: Thank you.  
 15 MR. SWAINE: I'm John Swaine, Talbot Soil  
 16 Conservation District. With us in the back  
 17 also is (inaudible) Hutchison. He's my  
 18 treasurer on our board.  
 19 At this time I want to introduce Shawn  
 20 Smith. He's our new acting district manager  
 21 for the district. Craig Zimmer retired about a

Page 101

1 month ago I guess after 30 years of service  
 2 with MDA as our district manager. He's  
 3 starting to enjoy his retirement.  
 4 Shawn has been on the board for MDA in our  
 5 office as a planner for about ten years, 12  
 6 years. And he was appointed first of February  
 7 by Maryland Department of Agriculture as our  
 8 acting district manager. So I'll let Shawn --  
 9 MR. PACK: Congratulations, Shawn.  
 10 MR. SMITH: Thank you. Well, I was going  
 11 to try to keep it short. John took most of my  
 12 notes. That's all right.  
 13 So we did give you some packets.  
 14 Hopefully you have it. Most recently from some  
 15 of the conservation measures that we've  
 16 installed in Talbot County over the past year.  
 17 A little bit about the district. We were  
 18 formed in 1958. So we're celebrating 61 years  
 19 on April the 5th I believe 2019.  
 20 So what the conservation district does is  
 21 it's a partnership between state and federal

Page 102

1 agencies and county agencies to install best  
 2 management practices on farmland. We work  
 3 directly with land owners and farmers  
 4 voluntarily to get these practices on the  
 5 ground that are going to try to meet our WIP  
 6 goals, our watershed implementation plan goals.  
 7 I'm sure you guys have heard about. We're  
 8 trying to make this for the 2025 -- before  
 9 2025.

10 So in our district, we have conservation  
 11 planners, which that's what I've been doing the  
 12 last 12 years. The last three weeks I've been  
 13 trying to manage an office and figuring out  
 14 that it's kind of exciting. But for the 12  
 15 years I worked directly with the land owners as  
 16 a salesman basically to talk about the benefits  
 17 of the conservation practices.

18 So we also have technicians in our office  
 19 that handle all the engineering and technical  
 20 designs. So our office, we provide technical  
 21 and financial assistance to land owners and

Page 103

1 farmers.

2 And I guess one of the big things I wanted  
 3 to bring up real quick, I think everybody has  
 4 probably heard of our cover crop program. I  
 5 figure I might have a question or two about  
 6 that perhaps.

7 So 2017, 2018, so not this past fall, but  
 8 a year ago, we had kind of a banner year for  
 9 cover crops in Talbot County. And we like to  
 10 pat ourselves on the back. Since 1998 when the  
 11 cover crop program started through the state,  
 12 Talbot County has led most of those years, even  
 13 being one of the smaller agricultural counties  
 14 on the shore.

15 We got passed the past year by Kent  
 16 County, but they're twice as large so it's  
 17 about time they caught up. We did do about  
 18 40,700 acres two years ago.

19 Now, last year was a challenging year. I  
 20 don't need to say that, but we only had about  
 21 32,000 acres we installed. And that wasn't due

Page 104

1 to lack of support of the program. That was  
 2 just weather constraints.

3 They are some great big money makers.  
 4 This past year alone, they brought in  
 5 \$1.5 million into the county just through that  
 6 program. And it is a cost shared grant program  
 7 where the farmers, we are not offsetting 100  
 8 percent of the cost. They are taking on some  
 9 of this responsibility to install those cover  
 10 crops on the fields.

11 That's all I have. If you have any  
 12 questions.

13 MS. PRICE: On the cover crops, what  
 14 percentage gets harvested? Because isn't there  
 15 a bigger subsidy if you don't harvest?

16 MR. SMITH: Correct. Two years ago they  
 17 took that away from the actual program. They  
 18 did offer a \$25 base payment for the harvest  
 19 program. They took that away mainly due to the  
 20 WIP plans and how they weren't counting for as  
 21 much benefit for nitrogen and phosphorus and

Page 105

1 sediment for the model.

2 I would say we probably would have maybe  
 3 8,000 more acres if we had added the harvest  
 4 option to the program. So that might be like a  
 5 fifth.

6 MS. PRICE: So if you harvest, you're not  
 7 part of the cover crop program anymore?

8 MR. SMITH: Correct.

9 MS. PRICE: Even if you're planting cover  
 10 crops?

11 MR. SMITH: Excuse me?

12 MS. PRICE: Even if you're planting  
 13 so-called cover?

14 MR. SMITH: So you're still meeting the  
 15 guidelines. So you're not applying any fall  
 16 fertilizer.

17 And yes. We get that comment a lot.  
 18 You're still participating. We're providing a  
 19 cover crop, but we're not actually allowing  
 20 them to be enrolled into the program mainly due  
 21 to the WIP goals and how we're accounting for

Page 106

1 the cover crops.

2 MS. PRICE: And that changed you said two

3 years ago?

4 MR. SMITH: Two years ago they changed

5 that in the program.

6 And we still have a lot of people that

7 obviously participate, plant commercial grain

8 in the fall and they don't fall fertilize. So

9 it's a hard number to tackle.

10 John might be able to make some comments

11 about that from FSA.

12 Do you have any other questions for me?

13 Thank you very much for the opportunity to come

14 here.

15 MR. PACK: Thank you. And

16 congratulations.

17 MR. SMITH: Thank you.

18 MR. BARGA: My name is John Barga from the

19 Farm Service Agency. Part of the United States

20 Department of Agriculture.

21 I was going to ask how many of you have

Page 107

1 given any thought who supplies or who secures

2 the food in the country? Who is responsible to

3 make sure that we have enough food to eat

4 tomorrow, today, next year, five years, ten

5 years from now?

6 MS. PRICE: You guys.

7 MR. BARGA: Well, yes.

8 MS. PRICE: Absolutely.

9 MR. BARGA: Yes. It's the USDA, it's the

10 Department of Agriculture.

11 MS. PRICE: It's not the Acme.

12 MR. BARGA: No, it's not Acme.

13 And the important thing, too. It also

14 relates to the Heikeses, the Hutchisons, and

15 the Swaines of the world that actually take

16 what we have available for programs and

17 implementing them and applying them and putting

18 them on the table so we all have something to

19 eat.

20 So when you think about agriculture or

21 think about our agencies, just remember we're

Page 108

1 the ones that are supplying and securing the

2 food through conservation and farm programs and

3 everything else to give everybody a well or a

4 (inaudible) being a sense of security.

5 So with that, I'd just want to bring up

6 that, you know, there's one thing I can

7 probably use a little less of is food.

8 However, I can't do without it.

9 That's all I would have to say. Are there

10 any questions?

11 MR. PACK: Thank you very much.

12 MR. CALLAHAN: I'm Howard Callahan. John

13 Swaine asked me to come out. I actually work

14 in the office in the ag center building. I

15 work for the Maryland Department of

16 Agriculture.

17 Basically I work with the ag community in

18 keeping them in compliance to the best of my

19 ability with the Water Quality Improvement Act

20 of 1998, which basically dictates pretty much

21 every ag operation in the state is required to

Page 109

1 obtain a certified nutrient management plan for

2 their operation, files it with the department,

3 and then annually from there they file an

4 annual report.

5 So I cover in this region, I actually

6 cover Talbot County, but I also do Queen Anne's

7 and Kent. So I'm kind of spread a little thin

8 sometimes.

9 Basically I interact with every ag

10 operation to the best of my knowledge in the

11 county. Once, getting them in compliance

12 initially with nutrient management. And then

13 following up on farm visits doing what I call

14 implementation reviews to determine if they're

15 following and implementing that plan to the

16 best of their ability. So I'm really on the

17 regulatory side.

18 But again, a lot of the data that we're

19 collecting is being used more all the time in

20 things like the WIP model to say this is what

21 farmers are doing, this is what they're

Page 110

1 actually doing on the land, this is how we  
 2 hopefully are protecting the bay and our  
 3 waters.  
 4 So I just wanted to introduce myself. If  
 5 you need me, you can find me. Got any  
 6 questions, I'll be glad to answer them.  
 7 MR. PACK: Once the management plan is put  
 8 into place, and it has to be updated annually?  
 9 MR. CALLAHAN: Basically the nutrient  
 10 management plan has to be updated generally  
 11 annually but it's really on an as-need basis to  
 12 some degree.  
 13 The maximum your nutrient management plan  
 14 can really be good for is up to three years,  
 15 assuming there's a soil analysis involved  
 16 because regulations dictate you have to have a  
 17 soil analysis of your land minimum of once  
 18 every three years.  
 19 But generally to do a plan that would be  
 20 good for up to three years, you've got to  
 21 address what you anticipate to be growing and

Page 111

1 what you're going to produce as far as crops  
 2 and yields and maybe livestock. Because  
 3 nutrient management is nutrient use as well as  
 4 nutrient production. So you have to deal with  
 5 the generation of manure.  
 6 So it's harder in most cases to go beyond  
 7 annual. So I would say 85-plus percent are  
 8 generally looked at and revised annually.  
 9 MR. PACK: Annually?  
 10 MR. CALLAHAN: Yes.  
 11 MR. PACK: So as far as the soil testing,  
 12 is there an outside agency? Are you doing the  
 13 testing or the homeowner doing the testing?  
 14 MR. CALLAHAN: No. Basically it's  
 15 independent laboratories are actually doing the  
 16 soil analysis.  
 17 MR. PACK: It's a third party coming in.  
 18 Okay.  
 19 MR. CALLAHAN: That's correct. Generally  
 20 farmers, we're relying on the farmers or  
 21 they're relying on a consultant that they may

Page 112

1 hire to come out and take their soil samples  
 2 physically.  
 3 But they're generally going to about half  
 4 a dozen labs, independent labs that analyze to  
 5 meet a minimum standard of what we require for  
 6 what we need from that for development of the  
 7 nutrient management plan.  
 8 So again, all the nutrient management  
 9 plans are developed by someone that is  
 10 certified and licensed by the Maryland  
 11 Department of Ag to meet a certain standard.  
 12 And they're overseen by the Department of Ag as  
 13 well as what the farmer is implementing from  
 14 that. So it's multiple eyes in there.  
 15 MR. PACK: So give me an example of the  
 16 top three or four things that a nutrient  
 17 management plan must have.  
 18 Of course, one would be a soil sample.  
 19 MR. CALLAHAN: Current soil analysis. If  
 20 you're utilizing anything other than commercial  
 21 fertilizer, so if you're using any kind of

Page 113

1 livestock manure, sewage sludge would be  
 2 another one. We see more of what I call soil  
 3 conditioner. Generally some kind of waste  
 4 stream product like would be something from  
 5 some sort of processing plant sometimes. We  
 6 see those products that nine times out of ten  
 7 seem like they end up on the land application.  
 8 So you would need a current analysis of  
 9 that product.  
 10 Generally a current in that case can be no  
 11 more than two years old, but generally they're  
 12 annual.  
 13 So in other words, we have a handle on  
 14 what is in that product and how we're going to  
 15 correlate it within your operation based on  
 16 your needs and in correlation with what you've  
 17 already got in the soil.  
 18 So phosphorus is the big thing that we're  
 19 really looking at more so in the recent past  
 20 than we used to. I guess science or new  
 21 science or better science is thinking soluble

Page 114

1 phosphorus is maybe a little more an issue in  
 2 the ag sector than what we used to think it  
 3 was.  
 4 So there's parameters within nutrient  
 5 management regulations that dictate if you're  
 6 over a certain threshold, what your consultant  
 7 may have to go through to justify still  
 8 allowing that on that land application.  
 9 Nutrient management, another important  
 10 aspect is if you have any livestock as a part  
 11 of your operation, and that would be anything  
 12 from poultry to cows to pigs, that's built into  
 13 the plan as to how many livestock do you have,  
 14 what management are they under. For an  
 15 example, are they totally confined, are they  
 16 partially confined, how much manure do we  
 17 anticipate those animals are going to generate  
 18 in that production cycle, when do you  
 19 anticipate to have it available for being  
 20 utilized, and are you going to utilize it. It  
 21 has to be accounted for. So you may be going

Page 115

1 to utilize it within your operation or it may  
 2 be as simple as it says I have an excess and I  
 3 will export it to these other potential  
 4 operators.  
 5 So those are the really important things  
 6 is from a nutrient perspective is what do I  
 7 have on my farm as far as in the soil, what are  
 8 my needs from that to grow the crops that I  
 9 need to grow or want to grow, what nutrient  
 10 sources am I going to use to meet that, and  
 11 what, if any, nutrients am I producing that I  
 12 need to be managing.  
 13 MR. PACK: How about application of the  
 14 manure?  
 15 MR. CALLAHAN: Correct. That's basically  
 16 a portion of the nutrient management plan.  
 17 So the plan, for an example, if you get  
 18 down to specifics would say on this farm on  
 19 this field, we call it a management unit, here  
 20 is my soil analysis, here is what I have as far  
 21 as phosphorus and potash in the soil, things

Page 116

1 that I need to grow. Here is my capabilities  
 2 based on past history that to grow corn, I have  
 3 irrigation. Maybe it's more productive than  
 4 the neighbor that doesn't have irrigation. So  
 5 it's looking at production capabilities.  
 6 From that it's basically giving you a  
 7 recipe in your nutrient management plan that  
 8 says based on what you have in your soil and to  
 9 grow this crop at this yield capability, you  
 10 need this much nitrogen, this much phosphorus,  
 11 this much potash per acre.  
 12 If the guy says well, I have this supply  
 13 of manure that I would like to use or I'm going  
 14 to get a supply of manure from my neighbor,  
 15 it's looking at, for an example, gets down to  
 16 specifics and says how much can we tons per  
 17 acre generally or pounds per acre apply to this  
 18 site within the parameters of our nutrient  
 19 management plan from an agronomic standpoint  
 20 and also gets into it from an environmental  
 21 standpoint.

Page 117

1 MR. PACK: So these plans can be several  
 2 pages?  
 3 MR. CALLAHAN: Oh, yeah. I'd say if you  
 4 took Ed's or someone that tills a lot of land,  
 5 it looks like a --  
 6 MR. PACK: Volumes and volumes.  
 7 MR. CALLAHAN: -- book, three-ring binder.  
 8 SPEAKER: My plan is two binders that  
 9 thick each.  
 10 MR. PACK: That's why I asked.  
 11 MR. CALLAHAN: A lot of data. There's  
 12 maps to identify what you got. Everything we  
 13 track is through tracked -- through partial  
 14 numbers taxer ID numbers. So within John's  
 15 plan it might say I have 20 farms that I'm  
 16 going to manage. Some he may own, some he may  
 17 lease, but they're all under him as the  
 18 operator.  
 19 SPEAKER: I have 55 different farms. It's  
 20 over 100 different tax account ID numbers  
 21 because some of the parcels are smaller

Page 118

1 property, multiple properties that really was a  
 2 single farm. It takes days to pull it  
 3 together. Ed's is very similar.

4 MR. CALLAHAN: A lot of data that you  
 5 compile, once you get it together, in other  
 6 words, you know what your base is, and then  
 7 from there annually he may say well, I no  
 8 longer have this one but I've picked up this  
 9 one. So an adjustment. It's a work in  
 10 progress.

11 MR. PACK: I hear you. And I guess you're  
 12 looking at proximity to waterways and how close  
 13 they are from the water's edge.

14 MR. CALLAHAN: That basically comes into  
 15 play more to do from what I would call the  
 16 phosphorus management side of it.

17 There's something currently that's called  
 18 a phosphorus site index that's being revised  
 19 and revamped to what's called a phosphorus  
 20 management tool, PMT. That's built into  
 21 regulations from nutrient management.

Page 119

1 And basically what the trigger of that is  
 2 is once your soil test phosphorus level reaches  
 3 a certain threshold, basically before any  
 4 additional phosphorus can be allowed or  
 5 recommended to that site, your consultant, the  
 6 person that is writing your plan, has to look  
 7 at what the environmental risk.

8 So now we're looking at proximity or  
 9 distance to surface water. We're looking at  
 10 slope. Not a big factor here in this part of  
 11 the country or part of the state. Looking at  
 12 what is your soil level, what is your soil  
 13 type, which is really related to around  
 14 drainage. When we get six inches of rain, are  
 15 we more inclined to have water going through or  
 16 water running off.

17 So it's looking at site characteristics  
 18 and then your management of that. For an  
 19 example, if you have a creek or a stream that  
 20 borders your field, factors would be is there  
 21 any kind of vegetative buffer non-fertilized,

Page 120

1 unmanaged, mitigating tool that comes into  
 2 play. So basically that PMT is an analysis of  
 3 that site and it basically just scores you  
 4 based on the handful of parameters; distance to  
 5 water, soil type, amount of phosphorus in the  
 6 soil, how much do I want to put, what method am  
 7 I going to put it there, when am I going to put  
 8 it there. And it's basically trying to  
 9 categorize that to say we think this is a low  
 10 risk situation or we think this is a little  
 11 risker high or this is a high risk. And then  
 12 that may dictate into your nutrient management  
 13 plan what you can do or you cannot do for  
 14 phosphorus.

15 MS. PRICE: So if I remember correctly,  
 16 this was a big deal a few years ago when they  
 17 put that PMT in.

18 MR. CALLAHAN: Still is.

19 MS. PRICE: So give us an update. How  
 20 onerous has that been? Because I remember hey,  
 21 if you have X amount of phosphorus, you can't

Page 121

1 put anything else down. You just started to  
 2 explain to us.

3 MR. CALLAHAN: Correct. PMT basically was  
 4 passed in 2016. It's getting phased in through  
 5 five years up to 2022 before full  
 6 implementation. So we're in the transition of  
 7 that.

8 From Talbot County's perspective, it's not  
 9 a very big deal because we don't have a lot of  
 10 what I call exuberantly excessive soil test  
 11 phosphorus.

12 Generally if you can picture in your mind,  
 13 it's where the large majority of livestock  
 14 operations are and have been in existence for  
 15 probably 30 to 40 years. From the State  
 16 perspective, it's the three lower shore  
 17 counties of the State of Maryland because of  
 18 the poultry industry.

19 Poultry litter, basically any product  
 20 that's not a commercial fertilizer that you  
 21 can't manipulate its nitrogen to its phosphorus

Page 122

1 ratio, it's this product. From a farm  
 2 perspective when you use chicken litter, that's  
 3 a common one that's used, we're generally using  
 4 it for its nitrogen value is initially. It's  
 5 got other values, too. But it's not uncommon  
 6 that when we apply from a phosphorus  
 7 perspective, we're putting on two to three fold  
 8 what we really need in the short term. So  
 9 you've really got to manage it for the cycle.  
 10 And that's where maybe we fell down some  
 11 in the past. And if you went back I'd say at  
 12 least ten years ago but definitely 20 years  
 13 ago, the mentality was if my soil was not  
 14 washing away, my phosphorus is not leaving  
 15 because phosphorus does very strongly bind with  
 16 the soil.  
 17 But look at soil kind of like a sponge.  
 18 It does have a limit to what it can absorb.  
 19 All soil is not created equal. All soil does  
 20 not have the same capability of holding  
 21 nutrients. Has to do with the sand and the

Page 123

1 clay content and a lot of other factors. So  
 2 all that together just weighs into where we're  
 3 at.  
 4 But when the PMT stuff was passed, just to  
 5 give you a little perspective on phosphorus,  
 6 everything from a nutrient management  
 7 perspective when we measure soil is measured on  
 8 what's called a fertility index value. Your  
 9 soil gets an FIV. If you're 100 or greater  
 10 from an FIV standpoint, all it really says at  
 11 that point you've mostly likely got enough  
 12 agronomically for this year to grow your crop.  
 13 If you are greater than that agronomically,  
 14 it's going to say we really don't need to apply  
 15 phosphorus.  
 16 But then you look at it from the  
 17 environmental standpoint. So if I'm going to  
 18 use my chicken litter to help grow my corn  
 19 because of the nitrogen needs, the sulfur  
 20 needs, the potassium needs, the minor element  
 21 needs, when I put that two tons on to help with

Page 124

1 that, I bring this volume of phosphorus with  
 2 it, that within your nutrient management  
 3 plan --  
 4 MS. PRICE: -- disallowed. So I mean you  
 5 need the other nutrients but --  
 6 MR. CALLAHAN: It can be and possibly be.  
 7 Currently under what we're working with is  
 8 not real restrictive. Under the PMT, and it's  
 9 still a little bit of work in progress, if your  
 10 soil is 500 or greater currently, when this  
 11 thing was passed, you immediately were banned  
 12 from applying any phosphorus. I can't think of  
 13 any in Talbot County that meet that criteria.  
 14 But there are a few throughout the state.  
 15 Maybe I missed one. So there's not many of  
 16 those.  
 17 But anybody that's over the 150, so we're  
 18 now we're one and a half times what we think  
 19 agronomically you need, that's where the PMT  
 20 comes into play, currently the phosphorus site  
 21 index. That's where that evaluation has to

Page 125

1 take place based on your site characteristics  
 2 and your management thereof.  
 3 The most limiting situations in that are  
 4 proximity to water. And when I say proximity,  
 5 if you're closer than a couple hundred feet to  
 6 surface water, something that's transporting  
 7 water on a somewhat regular basis, that's going  
 8 to hinder you or if you have what we call  
 9 subsurface drainage, you got tile drainage  
 10 water going through that's got a direct  
 11 conduit, those things we put more restrictions  
 12 on you than others. They may not cut you off,  
 13 but it may limit you.  
 14 MS. PRICE: Right. But you've got this  
 15 chicken litter that has other things that you  
 16 need. Plus that chicken litter has to go  
 17 somewhere.  
 18 MR. CALLAHAN: Correct.  
 19 MS. PRICE: You can't just leave it on  
 20 your land.  
 21 MR. CALLAHAN: Correct.



Page 126

1 MS. PRICE: So I mean how stuck were  
 2 people? The chicken litter's got to go  
 3 somewhere.  
 4 MR. CALLAHAN: At this point, it hasn't  
 5 been too bad I don't think. We're seeing  
 6 more -- I don't know if you notice it, but I  
 7 certainly notice it. There's more poultry  
 8 litter being used in this region. And when I  
 9 say the region, Talbot County, Queen Anne's,  
 10 even north, than it was ten years ago. And I  
 11 don't know if you see stockpiles of it sitting  
 12 in fields more than you used to. And a lot of  
 13 that is because it's being imported from other  
 14 regions such as lower --  
 15 MS. PRICE: -- problem, too. They didn't  
 16 want you transporting it.  
 17 MR. PACK: Mr. Callahan, if you don't have  
 18 your PhD, you certainly sound like you should  
 19 have one.  
 20 MR. CALLAHAN: It's hard to keep up some  
 21 days.

Page 127

1 MR. PACK: I do appreciate it.  
 2 You got Mr. Heikes there to your left. I  
 3 want to ask for comments from Ed. How you  
 4 doing?  
 5 MR. HEIKES: Good, good. I was going to  
 6 update you on what Farm Bureau's policy has  
 7 been over the last year or so.  
 8 As you may recall in the past, Talbot  
 9 County Farm Bureau is a member of Maryland Farm  
 10 Bureau and Maryland Bureau Farm is a member of  
 11 the American Farm Bureau Federation.  
 12 Every year we develop a policy statement,  
 13 both locally and state and at the federal  
 14 level, about things that affect agriculture.  
 15 And I was just going to update you about what  
 16 our local Farm Bureau did last fall at our  
 17 annual meeting and then talk to you a little  
 18 bit about what the State did with that and the  
 19 feds, federal organization or American Farm  
 20 Bureau organization did afterwards.  
 21 One of the issues that was brought up to

Page 128

1 us by the State folks here in Maryland was some  
 2 concern that they were made aware of last year  
 3 of perhaps some loss of support by the federal  
 4 government of general aviation airports. So  
 5 they were looking for some input on that, and  
 6 we sent a policy down to our convention in  
 7 Ocean City in December. And Maryland Farm  
 8 Bureau then sent some policy to American Farm  
 9 Bureau Federation. And we now have an American  
 10 Farm Bureau policy asking that general aviation  
 11 be continuously funded. Congress was maybe  
 12 perhaps looking to get out of the general  
 13 aviation business as far as funding went for  
 14 the smaller airports, but they are fairly  
 15 important to agriculture because of. . .  
 16 MR. PACK: Crop dusting?  
 17 MR. HEIKES: Yes, yes. Nationwide. I  
 18 mean the small airports are aware that happens.  
 19 You don't see many crop dusters working out of  
 20 commercial locations. I mean it's all rural  
 21 places. So that was a concern.

Page 129

1 And I don't think BF ever had any policy  
 2 about it prior to this.  
 3 MR. PACK: The only one I see around here  
 4 is over in Caroline County. There's a guy who  
 5 I see crop dusting when I used to work over  
 6 there, Denton.  
 7 MR. HEIKES: Well, you'll see him mostly,  
 8 other than the cover crop application, you'll  
 9 see him mostly where vegetable agriculture is  
 10 and he'll put some fungicide on corn in July  
 11 and August.  
 12 But they are one of the larger ones here  
 13 is based in Greenwood, Delaware. He works out  
 14 of -- when we spread cover crop here, he'll  
 15 work out of the Dorchester airport,  
 16 occasionally Ridgely. So they'll apply here or  
 17 anywhere in the region, but he'll just go to  
 18 whatever the closest airport is to where he's  
 19 working.  
 20 MR. PACK: So he could come here in  
 21 Easton, Easton Airport here?

<p style="text-align: right;">Page 130</p> <p>1 MR. HEIKES: The one we use never has 2 worked out of Easton because you've got a fixed 3 base operator and he typically likes to fly -- 4 the plane can only carry a certain pay load. 5 And so he likes to fuel the plane constantly, 6 like every other load and keep it about half 7 full of fuel. And he owns his own fuel truck. 8 He's got his own road show. So it doesn't 9 really jive well with -- and you know about 10 controlled airspace. Whereas, in some of these 11 more rural airports, you just kind of come and 12 go as you please. 13 MR. PACK: Right. 14 MR. HEIKES: I mean you all are getting -- 15 I guess you are still not here considered a 16 commercial airport or are you? 17 MR. PACK: Still general aviation. 18 MR. HEIKES: You are, okay. 19 MR. PACK: Yes. We'll always have that 20 distinction, yes. 21 MR. HEIKES: American Farm Bureau is</p>	<p style="text-align: right;">Page 132</p> <p>1 bills in the legislature this year concerning 2 noxious weeds and to maybe identify some 3 additional weeds of interest that may be 4 included in that list. 5 MR. PACK: Okay. 6 MR. HEIKES: One of the other things we 7 were concerned with was possible carbon tax 8 being put on by the legislature this year for 9 fossil fuels. And we are on record as opposing 10 carbon tax. 11 And the last thing we were concerned with 12 is the lack of mowing in some places of the 13 State Highway. We had a policy statewide 14 asking for regular mowing, but there was a lot 15 of that stuff that's left fowl or left to grow 16 pretty long in the summertime, and we've asked 17 our lobbyist in Annapolis to double down its 18 efforts to get that looked at. 19 We've had no local policy issues that we 20 changed in our local policy this year. We 21 really, it's been a trying time with</p>
<p style="text-align: right;">Page 131</p> <p>1 working to keep your funding. 2 MR. PACK: There you go. Thank you. 3 MR. HEIKES: The other issues we had that 4 we were concerned with here locally were 5 noxious weeds. We've had trouble in recent 6 years with some herbicide resistant weeds. The 7 biggest one we're concerned with currently is 8 palmer amaranth, which is a pig weed, is more 9 of a pig weed variety. It grows, I don't know, 10 what, seven, eight feet tall. It's a very big 11 pain in the neck and it's resistant to several 12 herbicides. 13 And it has not been on Maryland's list of 14 noxious weeds. So we were asking for something 15 to be done about that. At our convention in 16 Ocean City, they asked the MDA to come up with 17 a weeds of concern program and also asked the 18 State MDA to expand the funding for the noxious 19 weed program, which runs on empty most of the 20 time. 21 SPEAKER: I think there's a couple of</p>	<p style="text-align: right;">Page 133</p> <p>1 agricultural prices and the weather, but with 2 the regulatory side, it's been a quiet three to 3 four years. So that's been a positive. 4 MR. PACK: That's good, that's good. 5 SPEAKER: One more thing. I'm also on the 6 Farm Bureau board as vice president. 7 MR. PACK: Of course you are. 8 SPEAKER: Coming up two weeks from 9 tonight, we have major oversight from the 10 board, are annual banquet at Easton High School 11 is two weeks from tonight, which is a terrible 12 conflict for you guys because you will be here. 13 We want to apologize for the oversight on 14 our part back in October when we were 15 scheduling the event. We were not looking far 16 enough ahead at the calendar to realize that 17 March the 12th was a Tuesday night and that you 18 guys would be meeting here that night. 19 MR. PACK: What time are you starting? 20 SPEAKER: Six o'clock. 21 MR. PACK: Six p.m.</p>

Page 134

1 SPEAKER: About the same time you all  
 2 start here.  
 3 MS. PRICE: I think we should change our  
 4 Council meeting.  
 5 SPEAKER: We very much apologize. I know  
 6 invitations have been sent out. I don't know.  
 7 It won't happen another year.  
 8 MS. PRICE: How about you just cater our  
 9 dinner.  
 10 SPEAKER: We'll bring your dinner. What  
 11 time do you eat?  
 12 MR. PACK: We'll move some things around  
 13 to be there. We'll kind of hopefully have a --  
 14 SPEAKER: That would be wonderful.  
 15 MR. PACK: Well, gentlemen, thank you very  
 16 much. Mr. Callahan, very entertaining. Very  
 17 educational. Thank you very much for coming  
 18 out. Appreciate it.  
 19 Patti, you ready?  
 20 MS. CRANKSHAW-QUIMBY: I wasn't told I had  
 21 to talk. If you need me to, I can.

Page 135

1 MR. PACK: Okay. That's okay.  
 2 We have introduction here, Council. This  
 3 is Bill 1408.  
 4 Madam Secretary, please read the title.  
 5 SECRETARY: A bill to amend chapter 15,  
 6 animals, article one, animal control, of the  
 7 Talbot County Code to create a licensure  
 8 requirement for boarding, breeding, training,  
 9 animal rescue and pet sale facilities, to  
 10 require that suitable shelters be provided to  
 11 domesticated animals in times of extreme  
 12 weather conditions, and to regulate the  
 13 tethering of dogs and cats.  
 14 MR. PACK: Okay. Well, you're welcome to  
 15 be heard on this if you would like. If not,  
 16 we'll go ahead for introduction.  
 17 MS. CRANKSHAW-QUIMBY: I'd just love for  
 18 the Council to. . .  
 19 MR. PACK: To introduce?  
 20 MS. CRANKSHAW-QUIMBY: Introduce this for  
 21 the community to have a voice again on animals.

Page 136

1 MS. PRICE: So you waited two hours just  
 2 for that?  
 3 MS. CRANKSHAW-QUIMBY: Yes, I did.  
 4 MS. PRICE: You did not have to be here  
 5 for that.  
 6 MR. PACK: We appreciate your attendance.  
 7 So Council, you do have before you  
 8 introduction of legislation. Madam Secretary  
 9 has already read it. The chair would ask for a  
 10 show of hands who wants to introduce this  
 11 tonight.  
 12 It will be introduced by Mr. Leshner,  
 13 Ms. Price, and myself. This is Bill 1408.  
 14 This will have a public hearing on March  
 15 the 26th at 6:30 p.m. here in the Bradley Room.  
 16 Thank you, ladies, for coming out and  
 17 being with us.  
 18 Mr. Hollis, we're now two before eight and  
 19 county manager.  
 20 MR. HOLLIS: Mr. Clarke, would you like to  
 21 come up.

Page 137

1 Council, while Mr. Clarke is coming up,  
 2 let's deal with Department of Parks &  
 3 Recreation. Requesting your approval to extend  
 4 a bid that was awarded in 2017 for grass  
 5 cutting in the amount of \$41,999.  
 6 It was originally left that way so it  
 7 could be extended with acceptable service,  
 8 which they're providing.  
 9 MR. PACK: Is there a motion to extend the  
 10 bid? This is to Riverside Lawn Service.  
 11 MR. HOLLIS: Yes, sir.  
 12 MR. PACK: To extend it through the 2019  
 13 season. Is there a motion?  
 14 MR. LESHER: So moved.  
 15 MR. PACK: Same price.  
 16 By Mr. Leshner.  
 17 MS. PRICE: Second.  
 18 MR. PACK: Second by Ms. Price. Any  
 19 further discussion?  
 20 Hearing none, this is on Bid 1716. Madam  
 21 secretary, please call your roll.

Page 138	Page 140
<p>1 SECRETARY: Mr. Pack.  2 MR. PACK: Aye.  3 SECRETARY: Mr. Divilio.  4 MR. DIVILIO: Aye.  5 SECRETARY: Ms. Price.  6 MS. PRICE: Aye.  7 SECRETARY: Mr. Lesher.  8 MR. LESHHER: Aye.  9 MR. PACK: Thank you.  10 MR. HOLLIS: Thank you, Council.  11 Two items for Mr. Clarke under Public  12 Works. First is to award the contract for the  13 metes and bounds description that's needed for  14 Dutchman's Lane in order to proceed with the  15 annexation to the Town of Easton.  16 Mr. Clarke secured two different  17 proposals, the lowest of which was \$34,594.56.  18 This work would need to come out of  19 contingency. It was not a budgeted item in the  20 road construction project.  21 MR. PACK: Ms. Price.</p>	<p>1 MS. PRICE: Will you fall on the floor if  2 I make a motion?  3 MR. PACK: I will appreciate it. Motion  4 made by Ms. Price. Is there a second?  5 MR. LESHHER: Second.  6 MR. PACK: Seconded by Mr. Leshher. Any  7 further discussion on the motion?  8 Hearing none, Madam Secretary, please call  9 the roll.  10 SECRETARY: Mr. Pack.  11 MR. PACK: Aye.  12 SECRETARY: Mr. Divilio.  13 MR. DIVILIO: Aye.  14 SECRETARY: Ms. Price.  15 MS. PRICE: Aye.  16 SECRETARY: Mr. Lesher.  17 MR. LESHHER: Aye.  18 MR. PACK: Thank you.  19 MR. HOLLIS: Next, Council, is change  20 order for contract 17-11, St. Michael's phase  21 five sanitary sewer system replacement</p>
<p>Page 139</p> <p>1 MS. PRICE: Wait. Metes and bounds?  2 MR. HOLLIS: Council's direction was to  3 proceed with the Annexation of Dutchman's Lane.  4 Now that it's been constructed to Town of  5 Easton standards, in order to do that, the town  6 requires the metes and bounds survey of the  7 entire roadway.  8 MS. PRICE: Yes, but we're getting rid of  9 a road.  10 MR. PACK: Still has to be surveyed.  11 MR. HOLLIS: And this is the lowest of the  12 two prices Mr. Clarke secured.  13 MS. PRICE: I'm not going to argue. We're  14 getting rid of a road.  15 MR. PACK: Oh, okay. She's in favor.  16 MS. PRICE: It will save us a lot of money  17 in the long run.  18 MR. HOLLIS: I misunderstood.  19 MR. PACK: Okay. The chair would ask for  20 a motion. This is for 34,594.56. Wallace and  21 Montgomery was the low bidder.</p>	<p>Page 141</p> <p>1 rehabilitation, Talbot County, Maryland.  2 Mr. Clarke is requesting your approval for  3 the change order with Mobile Dredging and Video  4 Pipe, Incorporated. It's in the amount of  5 \$475,696.27 for the replacement of defective  6 sewer laterals identified by video inspection  7 with the funds coming from USDA grant award.  8 Considering that's almost half a million  9 dollars, I'm sure Mr. Clarke has a few comments  10 to make about it.  11 MR. CLARKE: Well, this is an ongoing  12 process, our project we've gotten ongoing with  13 Rural Development. Our hope is to wrap  14 hopefully all this work up by the end of the  15 year.  16 The key here is that with video pipe  17 services, we're currently doing -- we've done a  18 lot of cure in place piping along St. Michael's  19 Road. We are currently in the process of doing  20 a lot of lateral replacements.  21 As I think is highlighted here, we</p>

Page 142	Page 144
<p>1 actually had a situation where we have 2 tuberculated six-inch pipe, which is cast iron 3 pipe which has to be replaced with eight-inch 4 pipe. 5 So I mean there's been a lot of laterals 6 that we've been dealing with in the Town of 7 St. Michael's, and we've also been coordinating 8 those lateral replacements with road 9 improvements as well with the Town of 10 St. Michael's. 11 With this I guess project, this is 12 actually going to be fully covered by the grant 13 funds. The county basically at this point in 14 time is also working with Rural Development to 15 try and secure additional grant funding to do 16 additional work. 17 MR. LESHER: Mr. Clarke, this is not the 18 infrastructure involved with the extension of 19 the system out toward Unionville and such? 20 MR. CLARKE: No. 21 MR. LESHER: This is all older</p>	<p>1 lateral cracks going through it. And then what 2 will end up happening is it will collapse on 3 you. We've had situations where pipes have 4 collapsed and created problems for some of the 5 businesses there. 6 When we can get into a situation and the 7 lateral cracks are not that bad and the pipe 8 has not collapsed, we can get in there and slip 9 line it and then actually put almost a PVC pipe 10 inside that clay pipe that then ultimately 11 reestablishes the structural integrity of both 12 the sewer line as well as the laterals that 13 we're trying to rehabilitate as well. 14 Like I said, I would say once we finish up 15 hopefully we'll have about 75 percent of this 16 to 80 percent of the system rehabilitated or 17 replaced. 18 MR. LESHER: So you're using various 19 strategies to seal this pipe to produce that 20 kind of flow. 21 MR. CLARKE: And what's happened is</p>
<p>1 infrastructure. 2 MR. CLARKE: Yes, sir. And just so 3 everybody is aware, we applied probably about 4 three or four years ago to Rural Development 5 for I guess doing rehabilitation with the 6 St. Michael's system. It was both 7 rehabilitation as well as replacement of sewer 8 lines and then laterals. And then ultimately I 9 think we ended up I think it was about 10 \$5.195 million project, and we received 11 75 percent grant funding for that project. So 12 got about I'd say 4 million and some odd 13 dollars in grant and then ultimately another 14 \$1.4 million in loan. 15 MR. LESHER: Is this faulty pipe some of 16 the source of the storm water inflow? 17 MR. CLARKE: This is actually very -- what 18 has happened with the system (inaudible), I 19 guess a lot this is terra cotta pipe that was 20 installed back in the 1950s. And so we have 21 situations where a lot of that pipe has got</p>	<p>1 typical what we see is that with these gravity 2 sewer lines, the key is when you do have breaks 3 in them, we have had situations where the tide, 4 we get tidal influence into these lines, ground 5 water is coming into the line. So we're doing 6 everything we can to replace or rehabilitate 7 those main trunks in such a way to try and keep 8 that water out of the system. So that's the 9 other thing we're trying to do as well. 10 MR. LESHER: Because it will cause an 11 overflow downstream? 12 MR. CLARKE: It overflows as well as high 13 flows at the wastewater treatment plant. We 14 typically have tried to minimize the flows or 15 overflows as best we can, but nine times out of 16 ten we see peak flows up to about 3 million, 17 three and a half million gallons at the 18 wastewater treatment plant, like 660 gallons a 19 day. 20 MR. PACK: So Ray, this was work not in 21 the original bid material, bid package?</p>

Page 146

1 MR. CLARKE: What happened here with this  
 2 change order, actually there's adjustments. We  
 3 have so many items that were outlined within  
 4 this scope of work within the bid package. We  
 5 used some of those items, and then there are  
 6 some items that we're using more of. At the  
 7 same time, as part of this project we did not  
 8 have the replacement of the eight-inch line  
 9 within their contract for the tuberculated cast  
 10 iron pipe. So that's a request we've gotten  
 11 from them.

12 At the same time, we've seen a lot more  
 13 laterals that we're going to have to do  
 14 rehabilitation on as well as replacement. What  
 15 happens, what we're currently seeing right now  
 16 with the laterals is that when we come up to  
 17 the property lines, we try to put a cleanout  
 18 in. The situation we're finding now is that  
 19 some of these laterals are kind of like what  
 20 they call a orangeburg pipe, which ultimately  
 21 will collapse on you and it's very frail. And

Page 147

1 so what ends up happening is we have had  
 2 situations where those collapse and then  
 3 ultimately the property owners, their sewer  
 4 lines get clogged, they can't flush down into  
 5 the main line.

6 A lot of that is -- I think we have  
 7 roughly 250 lateral replacements that we've  
 8 included in this.

9 MR. PACK: So is this money out of the  
 10 contingency money set aside for this project?

11 MR. CLARKE: This is actually part of  
 12 what's happened is we had when we bid out the  
 13 project, we actually had a section of that  
 14 grant that was not allocated to either  
 15 contractor. This is coming out of almost like  
 16 a large contingency that we had.

17 MS. PRICE: Left over grant funds.

18 MR. LESHER: Do we fund this separately as  
 19 an enterprise fund? This isn't borne by the  
 20 general tax payers of Talbot County.

21 MR. CLARKE: No.

Page 148

1 MR. LESHER: -- the rate payers of the  
 2 sewer system.

3 MR. CLARKE: Yes, yes. Again, I guess  
 4 what I was highlighting, the way Rural  
 5 Development works is we had roughly about  
 6 \$1.4 million in loan. That had to be spent  
 7 first. So a lot of the work that we did with  
 8 Schumer, Incorporated as well as Mobile  
 9 Dredging and Video Pipe Services, the loan was  
 10 taken down. So we've already gotten to that  
 11 point.

12 Now, we're in the grant monies. So we're  
 13 now currently working to spend down the grant  
 14 funds at this point in time.

15 MR. PACK: I'll tell you, I mean when you  
 16 all get finished, St. Michael's is going to  
 17 have a whole new sewer system underneath that  
 18 city.

19 MR. CLARKE: And roads.

20 MR. PACK: And roads. You're talking  
 21 about building from the ground up literally.

Page 149

1 You're underneath roads, you're underneath  
 2 homes, you're underneath buildings and building  
 3 from the ground up.

4 Well, you got to do it. You have the  
 5 money set aside from the USDA.

6 Chair would ask for a motion.

7 MS. PRICE: So moved.

8 MR. PACK: Moved by Ms. Price.

9 MR. DIVILIO: Second.

10 MR. PACK: Second by Mr. Divilio. Is  
 11 there any further discussion on the motion?

12 Hearing none, this is contract 1711,  
 13 St. Michael's sewer service. Madam Secretary,  
 14 please call your roll.

15 SECRETARY: Mr. Pack.

16 MR. PACK: Aye.

17 SECRETARY: Mr. Divilio.

18 MR. DIVILIO: Aye.

19 SECRETARY: Ms. Price.

20 MS. PRICE: Aye.

21 SECRETARY: Mr. Leshner.

Page 150

1 MR. LESHER: Aye.  
 2 MR. CLARKE: Thank you.  
 3 MR. HOLLIS: Thank you, Council. In terms  
 4 of broadband, we're requesting your approval to  
 5 accept a proposal for ongoing services from CTC  
 6 Technology and Energy. It's in the amount of  
 7 \$22,500 to provide those ongoing broadband  
 8 strategic and technical support services. And  
 9 the funding comes from the franchise fee  
 10 revenues.  
 11 MR. PACK: Is there a motion?  
 12 MR. LESHER: So moved.  
 13 MR. PACK: Moved by Mr. Leshner.  
 14 MR. DIVILIO: Second.  
 15 MR. PACK: Second by Mr. Divilio. Any  
 16 further discussion?  
 17 Hearing none, Madam Secretary, please call  
 18 your roll.  
 19 SECRETARY: Mr. Pack.  
 20 MR. PACK: Aye.  
 21 SECRETARY: Mr. Divilio.

Page 151

1 MR. DIVILIO: Aye.  
 2 SECRETARY: Ms. Price.  
 3 MS. PRICE: Aye.  
 4 SECRETARY: Mr. Leshner.  
 5 MR. LESHER: Aye.  
 6 MR. HOLLIS: And Council, in terms of  
 7 recodification of the code, we're actually  
 8 behind on doing that for good reasons. But  
 9 nonetheless, we now have a very good price from  
 10 General Code Publishers that publishes that  
 11 document for us. It's in the amount of a  
 12 not-to-exceed \$16,458. We have more than that  
 13 budgeted for it in the current budget.  
 14 MS. PRICE: So moved.  
 15 MR. PACK: Moved by Ms. Price.  
 16 MR. DIVILIO: I'll second.  
 17 MR. PACK: Second by Mr. Divilio. Any  
 18 further discussion on this matter? That is for  
 19 printing of the code update, Mr. Hollis.  
 20 MR. HOLLIS: Yes, sir. Recodification.  
 21 MR. PACK: \$16,458. We have a motion. We

Page 152

1 have a second. No further discussion.  
 2 Madam Secretary, please call your roll.  
 3 SECRETARY: Mr. Pack.  
 4 MR. PACK: Aye.  
 5 SECRETARY: Mr. Divilio.  
 6 MR. DIVILIO: Aye.  
 7 SECRETARY: Ms. Price.  
 8 MS. PRICE: Aye.  
 9 SECRETARY: Mr. Leshner.  
 10 MR. LESHER: Aye.  
 11 MR. HOLLIS: Council, regarding the Roads  
 12 Department, unfortunately we had a vehicle that  
 13 was in a situation where it was a total loss.  
 14 The insurance is paying out \$53,102 value of  
 15 that vehicle.  
 16 In order to replace it, we need an  
 17 additional \$6,376. Ms. Lane has identified  
 18 those funds in roads funding. So I'd like your  
 19 approval to go ahead and get that replacement  
 20 vehicle, please.  
 21 MR. PACK: Is there a motion?

Page 153

1 MR. DIVILIO: So moved.  
 2 MR. PACK: By Mr. Divilio.  
 3 MR. LESHER: Second.  
 4 MR. PACK: Second by Mr. Leshner. He was a  
 5 little bit louder than you, Ms. Price. By  
 6 Mr. Leshner. Any further discussion on the  
 7 funds for replacement vehicle?  
 8 Hearing none, Madam Secretary, please call  
 9 your roll.  
 10 SECRETARY: Mr. Pack.  
 11 MR. PACK: Aye.  
 12 SECRETARY: Mr. Divilio.  
 13 MR. DIVILIO: Aye.  
 14 SECRETARY: Ms. Price.  
 15 MS. PRICE: Aye.  
 16 SECRETARY: Mr. Leshner.  
 17 MR. LESHER: Aye.  
 18 MR. HOLLIS: So Council, there are three  
 19 bills pending, House bills, up at the State  
 20 legislature, and we're asking for direction  
 21 from you about whether you'd like to do letters

Page 154	Page 156
<p>1 of support. Two of those bills were</p> <p>2 specifically asked for by the Talbot County</p> <p>3 Council when you last met with the local</p> <p>4 delegation.</p> <p>5 The first is House Bill 1077, Talbot</p> <p>6 County alcoholic beverages election days</p> <p>7 legislation. And it deals with a current --</p> <p>8 Tony, I'm going to let you help me -- a current</p> <p>9 provision that precludes the sale of alcoholic</p> <p>10 beverages on election day.</p> <p>11 That is correct?</p> <p>12 MR. KUPERSMITH: Right.</p> <p>13 MR. HOLLIS: And this legislation would</p> <p>14 eliminate that provision.</p> <p>15 MR. PACK: We were stunned to find out.</p> <p>16 MS. PRICE: Lord knows, we all need to --</p> <p>17 MR. PACK: That you could not purchase</p> <p>18 alcohol in Talbot County on election day.</p> <p>19 MS. PRICE: Probably be a good idea to</p> <p>20 support the bills that --</p> <p>21 MR. PACK: Since we were the ones that</p>	<p>1 delegation.</p> <p>2 MS. PRICE: So moved.</p> <p>3 MR. PACK: This is -- by Ms. Price.</p> <p>4 MR. DIVILIO: Second.</p> <p>5 MR. PACK: Second by Mr. Divilio.</p> <p>6 Just a brief comment on my part. We ran</p> <p>7 into some issues a while back when Gretchen</p> <p>8 passed. Then we had members who for one reason</p> <p>9 or another not able to attend. And it just</p> <p>10 bogged things down. We just could not get</p> <p>11 businesses heard before the Liquor Board.</p> <p>12 So this Council asked for a substitute.</p> <p>13 Therefore, someone takes sick or is unable to</p> <p>14 attend the meetings, at least the business of</p> <p>15 the county can go forward.</p> <p>16 So this was our initiative. So just want</p> <p>17 to add a little background to you.</p> <p>18 MS. PRICE: And we have alternate members</p> <p>19 for many of our boards so that they can</p> <p>20 continue to work.</p> <p>21 MR. PACK: Yeah. So we have a motion and</p>
<p>Page 155</p> <p>1 asked for it, right.</p> <p>2 MS. PRICE: So I'll move that we send a</p> <p>3 letter of support for that.</p> <p>4 MR. DIVILIO: I'll second.</p> <p>5 MR. PACK: Okay. This is House Bill 1077.</p> <p>6 Motion made by Ms. Price, second by</p> <p>7 Mr. Divilio. Any further discussion?</p> <p>8 Hearing none, Madam Secretary, please call</p> <p>9 your roll.</p> <p>10 SECRETARY: Mr. Pack.</p> <p>11 MR. PACK: Aye.</p> <p>12 SECRETARY: Mr. Divilio.</p> <p>13 MR. DIVILIO: Aye.</p> <p>14 SECRETARY: Ms. Price.</p> <p>15 MS. PRICE: Aye.</p> <p>16 SECRETARY: Mr. Leshner.</p> <p>17 MR. LESHNER: Aye.</p> <p>18 MR. HOLLIS: Next Council, is House Bill</p> <p>19 1095, Talbot County alcoholic beverages</p> <p>20 substitute member for Board of License</p> <p>21 Commissioners. Again, asked for by you to the</p>	<p>Page 157</p> <p>1 a second on House Bill 1095.</p> <p>2 If there's no further discussion, Madam</p> <p>3 Secretary, please.</p> <p>4 SECRETARY: Mr. Pack.</p> <p>5 MR. PACK: Aye.</p> <p>6 SECRETARY: Mr. Divilio.</p> <p>7 MR. DIVILIO: Aye.</p> <p>8 SECRETARY: Ms. Price.</p> <p>9 MS. PRICE: Aye.</p> <p>10 SECRETARY: Mr. Leshner.</p> <p>11 MR. LESHNER: Aye.</p> <p>12 MR. HOLLIS: So Council, the last bill is</p> <p>13 not one that you had discussed or asked for,</p> <p>14 but it is House Bill 1356. It is being</p> <p>15 introduced by Delegate Mautz, our local</p> <p>16 delegate, as emergency legislation. The title</p> <p>17 is Talbot County Turkey Hunting Sundays. And</p> <p>18 obviously what it does is allow for turkey</p> <p>19 hunting on Sundays in season.</p> <p>20 MR. PACK: I think this is the second</p> <p>21 time -- was there a motion?</p>



Page 158	Page 160
<p>1 MR. DIVILIO: I'll make a motion.</p> <p>2 MR. PACK: Motion by Mr. Divilio. Is</p> <p>3 there a second?</p> <p>4 MS. PRICE: Second.</p> <p>5 MR. PACK: Second by Ms. Price.</p> <p>6 I'll just chime in briefly. I think this</p> <p>7 is the second time, if I remember, that</p> <p>8 Delegate Mautz has tried to put this particular</p> <p>9 bill forward I believe. Again, one of those</p> <p>10 unforeseen I guess matters as far as hunting on</p> <p>11 Sunday, whether or not Talbot County should</p> <p>12 allow it.</p> <p>13 MR. LESHER: And we do it for duck and</p> <p>14 goose. Do we?</p> <p>15 MR. DIVILIO: No.</p> <p>16 MR. PACK: We don't.</p> <p>17 MR. DIVILIO: Some of our neighboring</p> <p>18 counties allow it. The wording in Dorchester</p> <p>19 County and adding and Talbot County, a person</p> <p>20 hunting turkey on public land that's designated</p> <p>21 for hunting by the Department on any Sunday</p>	<p>1 MR. PACK: So that should have been, yeah,</p> <p>2 about the time of the last filing. So he</p> <p>3 should have made it.</p> <p>4 So he's asking for a letter of support</p> <p>5 from Council on this.</p> <p>6 MR. LESHER: Should we hear from the</p> <p>7 public on this?</p> <p>8 MR. PACK: We have a motion and a second.</p> <p>9 Are you --</p> <p>10 MS. PRICE: The question is when is the</p> <p>11 hearing. HB 1356. Do we know? Trying to look</p> <p>12 it up.</p> <p>13 MR. PACK: We're going to see when the</p> <p>14 hearing is scheduled for this. We'll look it</p> <p>15 up real quick.</p> <p>16 I have no problem if we have time to set</p> <p>17 this back in for next week.</p> <p>18 MS. PRICE: It's awfully slow in here.</p> <p>19 Y'all getting to it faster than me or not?</p> <p>20 MR. PACK: While she's looking, we do have</p> <p>21 a motion and a second. I will ask that we set</p>
<p>1 during the spring turkey hunting season.</p> <p>2 And adding a few other counties in as</p> <p>3 well; Harford, Queen Anne's, St. Mary's, and</p> <p>4 Somerset. So it's just kind of making it a</p> <p>5 little bit (inaudible) neighboring counties.</p> <p>6 MR. PACK: Exactly.</p> <p>7 MR. LESHER: Is the emergency nature of</p> <p>8 this, do we have a hearing imminently on this?</p> <p>9 MR. PACK: Do you know, Laura?</p> <p>10 MS. PRICE: Well, I don't think it's</p> <p>11 because of the hearing date. I mean when</p> <p>12 something is put in as emergency legislation,</p> <p>13 it's probably that it's past the deadline to</p> <p>14 file.</p> <p>15 MR. PACK: Past the filing, yeah. That</p> <p>16 was last Friday, right?</p> <p>17 MR. DIVILIO: This was introduced and read</p> <p>18 February 18th.</p> <p>19 MR. PACK: I'm sorry?</p> <p>20 MR. DIVILIO: It was introduced and first</p> <p>21 read February 18th.</p>	<p>1 this aside while Ms. Price sees what the</p> <p>2 hearing date is.</p> <p>3 Mr. Hollis, you have another matter we can</p> <p>4 move forward?</p> <p>5 MR. HOLLIS: Yeah. Board of Appeals,</p> <p>6 requesting your approval of the appointment of</p> <p>7 Zak Krebeck as an alternate member.</p> <p>8 MR. PACK: Is there a motion on the Board</p> <p>9 of Appeals of Zack --</p> <p>10 MR. LESHER: I will so move.</p> <p>11 MR. PACK: By Mr. Leshar. Is there a</p> <p>12 second?</p> <p>13 MR. DIVILIO: I'll second it.</p> <p>14 MR. PACK: By Mr. Divilio. Any further</p> <p>15 discussion on the appointment?</p> <p>16 MS. PRICE: Just we had so many good</p> <p>17 applicants for other boards and committees,</p> <p>18 we're happy to be able to use some.</p> <p>19 MR. PACK: Amen. Okay. Madam Secretary,</p> <p>20 please call your roll.</p> <p>21 SECRETARY: Mr. Pack.</p>

Page 162

1 MR. PACK: Aye.  
 2 SECRETARY: Mr. Divilio.  
 3 MR. DIVILIO: Aye.  
 4 SECRETARY: Ms. Price.  
 5 MS. PRICE: Aye.  
 6 SECRETARY: Mr. Lesher.  
 7 MR. LESHHER: Aye.  
 8 MR. HOLLIS: And Council, requesting to  
 9 have Mr. Divilio take Mr. Pack's place and  
 10 serve as the Council representative to the  
 11 Neighborhood Service Center.  
 12 MR. PACK: Is there a motion to do so?  
 13 MR. LESHHER: I will move for his  
 14 appointment.  
 15 MR. PACK: Thank you. Mr. Divilio would  
 16 second that I hope.  
 17 MR. DIVILIO: Yeah.  
 18 MR. PACK: And I've been serving the  
 19 Neighborhood Service Center probably ten years.  
 20 I don't know when I actually went on that  
 21 board. I have enjoyed serving and working with

Page 163

1 Neighborhood Service Center. I think they do a  
 2 wonderful job here.  
 3 Of course, they are the county's agency  
 4 for poverty. And so we work very closely with  
 5 Ms. Neal and her staff.  
 6 It's just my time to step down and let  
 7 someone else have a shot at it. And  
 8 Mr. Divilio was gracious enough to say he would  
 9 do so.  
 10 I already had a conversation with  
 11 Ms. Neal, and she can't wait to sit down and  
 12 talk with you. So thank you, Frank.  
 13 So we do have a motion for my replacement  
 14 on the Neighborhood Service Center board with  
 15 Mr. Divilio. Ms. Price stepped away. I think  
 16 she's still checking. But we do have three.  
 17 So we have a quorum.  
 18 So Madam secretary, please call your roll.  
 19 SECRETARY: Mr. Pack.  
 20 MR. PACK: Aye.  
 21 SECRETARY: Mr. Divilio.

Page 164

1 MR. DIVILIO: Aye.  
 2 SECRETARY: Ms. Price.  
 3 MS. PRICE: Aye.  
 4 SECRETARY: Mr. Lesher.  
 5 MR. LESHHER: Aye.  
 6 MS. PRICE: He didn't answer.  
 7 (Inaudible.)  
 8 MR. PACK: Well, Mr. Leshher, we don't  
 9 have -- can't find out when this will be heard.  
 10 And the delegate asked for an emergency. We do  
 11 have a motion and a second.  
 12 MR. LESHHER: Well, if the emergency has to  
 13 do with the timing of the filing rather than  
 14 the timing of the hearing.  
 15 MR. PACK: That, again, I don't know. I  
 16 don't have any answers for you.  
 17 MS. PRICE: Hang on, here we go. I don't  
 18 need to read how a bill becomes a law.  
 19 (Inaudible.) Status in the House, (inaudible).  
 20 It's not giving me a date.  
 21 MR. LESHHER: So it was just put in. It

Page 165

1 may not have actually be scheduled for a  
 2 hearing yet?  
 3 MR. PACK: Who made the motion on this?  
 4 SECRETARY: Mr. Divilio. Ms. Price  
 5 seconded it.  
 6 MR. PACK: Between the two of you, what  
 7 are you asking us to do this evening? We have  
 8 a motion and a second. The matter is now  
 9 before Council for consideration.  
 10 Mr. Leshher is asking --  
 11 MR. LESHHER: Can I move to move this to  
 12 the table so that we can consider it at our  
 13 next meeting?  
 14 MR. PACK: You certainly can. Any  
 15 objection to table this?  
 16 We have a motion and a second.  
 17 MR. DIVILIO: No. That's fine.  
 18 MS. PRICE: So let me ask a question.  
 19 Since we all know what the question is, I  
 20 certainly can find out tomorrow. He didn't  
 21 answer his phone.

Page 166	Page 168
<p>1 If for some reason it's coming up in the 2 next two weeks, we can certainly circulate and 3 individually get back to them whether we're 4 going to send a letter of support? We've had 5 to do that in the past. As long as we 6 communicate individually with the county office 7 and not amongst more than two of us at a time. 8 MR. PACK: Mr. Leshner, would that be 9 agreeable to you? 10 MR. LESHER: It would. 11 MR. DIVILIO: Is that acceptable? 12 MR. KUPERSMITH: To leave this on the 13 table? 14 MR. DIVILIO: To leave it on the table 15 until we have a date. And then if something 16 comes up in the next two weeks, we can 17 circulate an e-mail and respond to that 18 individually to Andy or to Corey. 19 MR. KUPERSMITH: Develop consensus just on 20 a one-on-one basis, yeah. 21 MR. DIVILIO: Okay.</p>	<p>1 will be heard before Council's next meeting. 2 Madam Secretary, which is March the? 3 SECRETARY: Twelfth. 4 MR. PACK: March the 12th. If the hearing 5 is before the March the 12th, then I will call 6 for a vote on the motion to send a letter -- 7 MR. LESHER: To authorize the letter. 8 MR. PACK: Right. 9 MR. LESHER: And if not, this gives us an 10 opportunity to solicit public input. 11 MR. PACK: So long as we understand that 12 we do have a motion to table, we have a second 13 to table. 14 Madam Secretary, please call your roll on 15 the tabling of 1356. 16 SECRETARY: Mr. Pack. 17 MR. PACK: Aye. 18 SECRETARY: Mr. Divilio. 19 MR. DIVILIO: Aye. 20 SECRETARY: Ms. Price. 21 MS. PRICE: Aye.</p>
Page 167	Page 169
<p>1 MS. PRICE: So if the House committee 2 hearing is before our next Council meeting, 3 we'll do that. And if not, we'll do it in two 4 weeks. 5 MR. PACK: Okay. Is that clear to 6 everyone? 7 MR. DIVILIO: So I'll withdraw my motion. 8 MR. PACK: No. Your motion still stands. 9 We're just tabling this. If we do hear that 10 the hearing is scheduled between now and -- 11 MR. LESHER: I will put a second on the 12 tabling and vote on the tabling to move forward 13 that way. 14 MS. PRICE: I'll second that. 15 MR. PACK: So Mr. Leshner made a motion to 16 table. Ms. Price had a second on the table. 17 Any discussion to table this? 18 Let me just make sure we're all clear what 19 we're doing here. This is being tabled to 20 allow us to hear whether or not the hearing on 21 this particular bill, and this is Bill 1356,</p>	<p>1 SECRETARY: Mr. Leshner. 2 MR. LESHER: Aye. 3 MR. HOLLIS: And if you find out 4 something, just let us now. 5 MS. PRICE: Will do. 6 MR. PACK: Mr. Hollis. 7 MR. HOLLIS: Council, that's all. Thank 8 you very much. 9 MR. PACK: Oh, that's all. Okay. 10 Mr. Divilio, anything? Council comment. 11 MR. DIVILIO: None tonight. 12 MR. PACK: None tonight. 13 Ms. Price. 14 MS. PRICE: You kept us way too long this 15 evening. 16 But I'll just say that we had a really 17 good dinner at St. Michael's fire department 18 dinner. It was, of course, a wonderful event, 19 like all the fire department dinners are. So 20 thanks to them very much. 21 MR. PACK: I thank you for doing that. I</p>

Page 170

1 was sick yesterday, couldn't attend.  
 2 Mr. Leshner.  
 3 MR. LESHER: I have nothing further.  
 4 MR. PACK: All right. Just a few things.  
 5 Last night, the district 37 hosted a  
 6 reception over in Annapolis, and I was able to  
 7 attend actually with Ms. Childlene Brooks, our  
 8 director of the senior center. Had a wonderful  
 9 time there. Want to just say congratulations  
 10 to our district representative for hosting  
 11 that. It was a well attended event.  
 12 This coming Friday, March the 1st, myself  
 13 and Mr. Divilio will be participating in the  
 14 Read Across America event. We're going to be  
 15 reading to some third grade students over at  
 16 Dobson building here in Easton. So we look  
 17 forward to that.  
 18 And then also this coming Saturday is I  
 19 think the final of our fire dinners. Is that  
 20 right?  
 21 MS. PRICE: Tilghman.

Page 171

1 MR. PACK: Tilghman, the final one. So we  
 2 have Tilghman coming up on Saturday.  
 3 And with that being said, the County  
 4 Council's next legislative meeting will be held  
 5 on Tuesday, March 12th, at six p.m. The  
 6 Council will be convening in open session at  
 7 4:30 p.m. and immediately adjourning into  
 8 closed session to discuss real estate, legal,  
 9 personnel matters as listed on the statement  
 10 for closing that meeting.  
 11 On Monday, March the 4th, Talbot County  
 12 Council will be meeting with the Watermen's  
 13 Association in the Wye Oak Room at the Talbot  
 14 County Community Center as follows:  
 15 At one p.m. to discuss the approved  
 16 changes to the Talbot County Code section 121,  
 17 public landings. And then at two p.m. we're  
 18 going to have another meeting to discuss  
 19 legislation pending before the Maryland General  
 20 Assembly concerning waterways.  
 21 The County Council will be meeting next

Page 172


1 week for budget presentations from county  
 2 departments and agencies in the Bradley meeting  
 3 room, right here, as follows:  
 4 On Tuesday, March the 5th, at 4:30 p.m.  
 5 we'll be here. And then we're coming back on  
 6 Thursday, March the 7th, at three p.m. to hear  
 7 those presentations as well.  
 8 Therefore, is there a motion to adjourn  
 9 this meeting and -- we're not reconvening in  
 10 closed session. So let me just strike that.  
 11 MR. HOLLIS: So Mr. President, I  
 12 apologize, before you call for a vote.  
 13 So you had announced March 12th meeting.  
 14 You indicated you may wish for the Council  
 15 meeting to be changed because of the dinner for  
 16 the agricultural community on the 12th.  
 17 MR. PACK: Can we do that?  
 18 MR. HOLLIS: We can make that happen.  
 19 The Board of Education is coming in from  
 20 four to five for its budget presentation, which  
 21 I would hope you would keep. And we could then

Page 173

1 look for a new date for your regular Council  
 2 meeting from the 12th, if that's what you're  
 3 telling us to do.  
 4 MS. PRICE: (Inaudible.) What do you  
 5 have --  
 6 MR. PACK: I don't have a calendar in  
 7 front of me.  
 8 MR. HOLLIS: I'm not sure we can do it  
 9 this moment.  
 10 MR. PACK: Right.  
 11 MR. HOLLIS: I think we have to get the  
 12 word out to the public, to the press if you  
 13 want us to do that.  
 14 MR. PACK: Right, right.  
 15 MS. PRICE: Well, the thing is we have  
 16 budget deliberations every Tuesday and Thursday  
 17 going forward after that.  
 18 Did you have a lot on our agenda, any  
 19 public hearings, anything --  
 20 MR. PACK: For the 12th.  
 21 MS. MORRIS: You currently have a

<p style="text-align: right;">Page 174</p> <p>1 proclamation from the Chesapeake Center for 2 March as Disability Month. We could move that 3 possibly to the last meeting in March, if they 4 have events scheduled they want to announce 5 ahead of time. 6 We do have Delmarva Community Transit 7 coming in about their annual grant application. 8 Ms. Moran, I'm not sure of the deadline for the 9 Council approval of that. 10 SECRETARY: I believe it's the 22nd she 11 told me today. 12 MR. HOLLIS: So Ms. Price, are you 13 suggesting we try to eliminate that March 12th 14 meeting altogether or do you want -- 15 MS. PRICE: Possibly. Or if we're in 16 budget deliberations, if it's something that's 17 really short, we can always take a half an 18 hour. 19 MR. HOLLIS: Right. So I think we're 20 going to need the opportunity to contact 21 Delmarva Community Transit, things of that</p>	<p style="text-align: right;">Page 176</p> <p>1 then. 2 SECRETARY: I thought he said it started 3 at six. 4 MS. PRICE: They open the doors at like 5 5:30. 6 MR. HOLLIS: Again, give us the 7 opportunity. We will try to do a five to six 8 or 5:30 to six Council Meeting so you can get 9 over there. Let's talk to Delmarva Community 10 Transit, see if they're time sensitive on their 11 need for action by you. And if not, we'll make 12 adjustments. We just don't know at this 13 moment. 14 We'll make sure everyone knows that, 15 including the press. 16 MR. PACK: Okay. So as far as my 17 statement for closing on March the 12th, how 18 are we revising this? Just to state that we 19 will have a four to five meeting with the Board 20 of Education for their presentation, Council 21 meeting?</p>
<p style="text-align: right;">Page 175</p> <p>1 sort, to figure out what the answer to that is. 2 And we'll certainly do it. 3 So if we could have direction to at least 4 do Board of Ed on the 12th from four to five. 5 MR. PACK: Four to five. 6 MR. HOLLIS: And we will look for either 7 to cancel your March 12th meeting or find a new 8 date for it and try to limit the time on the 9 agenda. 10 MS. PRICE: What if you move it up an 11 hour? I mean if it's going to be a really 12 short meeting anyway, what if we did the 13 Council meeting at five. 14 MR. HOLLIS: We'll do whatever you would 15 like us to do. 16 MR. PACK: Yeah. I was thinking the same 17 thing. So if we can go into closed session 18 about 5:15 on the 12th and then go into Council 19 session at 5:30? Could we get out of here by 20 seven. That would get us. . . 21 MS. PRICE: Food is going to be gone by</p>	<p style="text-align: right;">Page 177</p> <p>1 MS. PRICE: TBD. 2 MR. HOLLIS: To be determined. 3 MR. PACK: To be determined. Okay. 4 MR. HOLLIS: I know Christine understands. 5 You'll be first to know what the Council works 6 out. 7 MR. KUPERSMITH: Can I just suggest that 8 if we do reschedule the actual regular meeting 9 to another date, if we are going to transact 10 legislation on a day, we're going to need 11 four-fifths of you all to vote on that. 12 Probably the best time to do that, though, 13 would be after or at the tail end of the 14 meeting with the Board of Ed since you'll all 15 be here. 16 So by that time we'll have the schedule 17 nailed down. That's if we want to designate 18 another legislative day. If it's not 19 legislative, then it's just a majority. 20 MR. HOLLIS: Right. 21 MS. PRICE: Is DCT, is that legislative?</p>

1 SPEAKER: No.  
 2 MS. PRICE: No?  
 3 MR. PACK: The 12th was a legislative day.  
 4 MS. MORRIS: Yes.  
 5 MS. PRICE: So I'm saying if we don't do  
 6 anything on the 12th, we can pop out of budget  
 7 deliberations out here for 20 minutes to hear  
 8 from him. It's not like we don't need a  
 9 legislative day to do that.  
 10 MR. HOLLIS: So we're, again, going to try  
 11 to do that.  
 12 MR. PACK: So we're going to be four to  
 13 five for Board of Ed, and then after that we're  
 14 going to TBD. And we'll let the press and  
 15 everyone know.  
 16 MR. HOLLIS: Absolutely.  
 17 MS. PRICE: All because Corey needs his  
 18 oysters.  
 19 MR. PACK: Are we adjourned? Did we call  
 20 the roll yet?  
 21 Madam Secretary, please call the roll,

1 STATE OF MARYLAND  
 2 I, Diane Houlihan, a Notary Public in and  
 for the State of Maryland, County of Anne Arundel,  
 3 do hereby certify that the within named, Talbot  
 County Council Audio, personally appeared before me  
 4 at the time and place herein set according to law,  
 was interrogated by counsel.  
 5  
 I further certify that the examination was  
 6 recorded stenographically by me and then transcribed  
 from my stenographic notes to the within printed  
 7 matter by means of computer-assisted transcription  
 in a true and accurate manner.  
 8  
 I further certify that the stipulations  
 9 contained herein were entered into by counsel in my  
 presence.  
 10  
 I further certify that I am not of counsel  
 11 to any of the parties, not an employee of counsel,  
 nor related to any of the parties, nor in any way  
 12 interested in the outcome of this action.  
 13 AS WITNESS my hand Notorial Seal this 4th  
 day of March, 2019, at Easton, MD.  
 14  
  
 15  
 16 Diane Houlihan  
 Notary Public  
 17  
 18  
 19  
 20 My commission expires September 16, 2021  
 21

1 please.  
 2 SECRETARY: Mr. Pack.  
 3 MR. PACK: Aye.  
 4 SECRETARY: Mr. Divilio.  
 5 MR. DIVILIO: Aye.  
 6 SECRETARY: Ms. Price.  
 7 MS. PRICE: Aye.  
 8 SECRETARY: Mr. Leshner.  
 9 MR. LESHER: Aye.  
 10 (Meeting concluded at: 8:27 p.m.)  
 11  
 12  
 13  
 14  
 15  
 16  
 17  
 18  
 19  
 20  
 21

<b>&amp;</b>	<b>18th</b> 30:18 32:4	<b>24,000</b> 6:7	<b>6</b>
<b>&amp;</b> 137:2	159:18,21	<b>24,400</b> 6:8	<b>6,200</b> 47:20
<b>1</b>	<b>19</b> 6:14	<b>25</b> 104:18	<b>6,376</b> 152:17
<b>1</b> 79:11 86:13	<b>1950s</b> 143:20	<b>250</b> 147:7	<b>6.2</b> 45:17
<b>1.4</b> 143:14 148:6	<b>1958</b> 101:18	<b>250,000</b> 80:21	<b>60</b> 44:13 48:1,2
<b>1.5</b> 104:5	<b>1990s</b> 13:11 14:12	<b>25th</b> 50:5,19 58:9	<b>61</b> 101:18
<b>10,000</b> 73:13	14:17	<b>26</b> 1:7	<b>62</b> 17:5
<b>100</b> 22:4 104:7	<b>1998</b> 103:10	<b>26th</b> 2:21 136:15	<b>660</b> 145:18
117:20 123:9	108:20	<b>29</b> 10:5	<b>675</b> 77:19
<b>1077</b> 154:5 155:5	<b>19th</b> 2:21	<b>3</b>	<b>6:00</b> 1:7
<b>1095</b> 155:19 157:1	<b>1:30</b> 49:12 58:14	<b>3</b> 145:16	<b>6:30</b> 136:15
<b>11</b> 7:11	<b>1st</b> 45:3,7 67:20	<b>30</b> 25:21 66:13	<b>7</b>
<b>12</b> 7:11 22:3 101:5	73:4 170:12	101:1 121:15	<b>7,000</b> 73:13
102:12,14	<b>2</b>	<b>32,000</b> 103:21	<b>7,800</b> 62:11 63:5
<b>12.6</b> 14:18	<b>2,400</b> 6:6	<b>33</b> 26:13	63:10 69:13 70:8
<b>121</b> 171:16	<b>2,800</b> 47:21	<b>34,594.56.</b> 138:17	72:9 73:10
<b>12th</b> 133:17 168:4	<b>20</b> 14:5 20:5 81:14	139:20	<b>70</b> 14:13,13
168:5 171:5	82:13,16 83:6	<b>36</b> 16:19 27:8	<b>75</b> 143:11 144:15
172:13,16 173:2	84:20 117:15	<b>37</b> 8:13 170:5	<b>7th</b> 172:6
173:20 174:13	122:12 178:7	<b>4</b>	<b>8</b>
175:4,7,18 176:17	<b>200</b> 6:17	<b>4</b> 143:12	<b>8,000</b> 105:3
178:3,6	<b>2010</b> 83:2 93:16	<b>40</b> 18:18 48:1	<b>80</b> 18:19 44:18
<b>13</b> 7:16 17:2 78:10	94:16	121:15	144:16
80:17	<b>2016</b> 121:4	<b>40,700</b> 103:18	<b>837</b> 26:12
<b>1356</b> 157:14	<b>2017</b> 7:7 103:7	<b>41,999</b> 137:5	<b>85</b> 111:7
160:11 167:21	137:4	<b>475,696.27</b> 141:5	<b>8:27</b> 179:10
168:15	<b>2018</b> 6:14 103:7	<b>48</b> 17:5	<b>9</b>
<b>1362</b> 180:15	<b>2019</b> 1:7 78:9	<b>4:30</b> 171:7 172:4	<b>90</b> 25:11
<b>1408</b> 135:3 136:13	101:19 137:12	<b>4th</b> 54:7 171:11	<b>94</b> 22:2
<b>15</b> 10:13 135:5	180:13	180:13	<b>9th</b> 44:21
<b>150</b> 124:17	<b>2020</b> 61:9,12 73:8	<b>5</b>	<b>a</b>
<b>15th</b> 45:1 78:1	73:11 75:14 77:3	<b>5.195</b> 143:10	<b>abandonment</b>
<b>16</b> 6:3 180:20	78:15,17 79:9,11	<b>500</b> 124:10	42:4,5
<b>16,458</b> 151:12,21	86:13	<b>53,102</b> 152:14	<b>ability</b> 65:7 66:5
<b>17</b> 89:14	<b>2021</b> 180:20	<b>55</b> 117:19	108:19 109:16
<b>17,000</b> 14:12	<b>2022</b> 121:5	<b>59</b> 16:19 20:2	<b>able</b> 16:15 18:18
<b>17-11</b> 140:20	<b>2025</b> 102:8,9	<b>5:15</b> 175:18	22:20 25:20 26:12
<b>1711</b> 149:12	<b>21</b> 85:15,21	<b>5:30</b> 175:19 176:5	26:18 27:1,2 29:9
<b>1716</b> 137:20	<b>210</b> 6:13	176:8	29:10 48:6 59:8
<b>176</b> 6:15	<b>219</b> 6:18	<b>5th</b> 101:19 172:4	59:10 66:11,12
<b>18</b> 6:4 8:11 28:2	<b>22,500</b> 150:7		86:21 90:12
41:2	<b>22nd</b> 2:15 174:10		106:10 156:9
	<b>23</b> 10:8		

<p>161:18 170:6  <b>absolutely</b> 29:1  38:9 39:12,16  92:18 99:21 107:8  178:16  <b>absorb</b> 122:18  <b>abuse</b> 10:2 11:3  12:2 13:3,6 41:14  <b>abusive</b> 16:12  <b>academy</b> 55:7  <b>accept</b> 150:5  <b>acceptable</b> 137:7  166:11  <b>accepted</b> 2:13,19  3:6 84:11  <b>accepting</b> 84:11  <b>access</b> 52:21 74:4  79:2  <b>accessible</b> 20:10  <b>acclimated</b> 65:8  <b>account</b> 117:20  <b>accounted</b> 114:21  <b>accounting</b> 105:21  <b>accurate</b> 60:15  180:7  <b>ace</b> 12:12 33:6,15  37:1,2,3,9,12  40:16  <b>aces</b> 13:11 14:6  <b>acme</b> 107:11,12  <b>acre</b> 116:11,17,17  <b>acres</b> 103:18,21  105:3  <b>act</b> 108:19  <b>acting</b> 4:8 97:16  100:20 101:8  <b>action</b> 42:15 74:9  176:11 180:12  <b>active</b> 22:2  <b>activities</b> 17:21  48:7,7,8 49:10  59:18 60:2 78:15  <b>actual</b> 60:13  104:17 177:8</p>	<p><b>add</b> 27:7 70:18  73:18 156:17  <b>added</b> 105:3  <b>addiction</b> 5:5 9:9  9:11 14:8 15:21  <b>adding</b> 158:19  159:2  <b>additional</b> 12:10  119:4 132:3  142:15,16 152:17  <b>additions</b> 2:10,16  3:3  <b>address</b> 84:12  87:13 89:8 90:14  93:5 110:21  <b>adjourn</b> 172:8  <b>adjourned</b> 178:19  <b>adjourning</b> 171:7  <b>adjustment</b> 25:13  118:9  <b>adjustments</b> 146:2  176:12  <b>adkins</b> 20:15  <b>adolescent</b> 28:13  <b>adopt</b> 95:20  <b>adored</b> 55:10  <b>adults</b> 14:13 47:18  74:11  <b>advance</b> 34:14  <b>adverse</b> 10:20  11:4 12:17 13:2  13:13,17 14:10  15:6 30:5,12 41:7  <b>advisory</b> 48:12  49:8 59:3  <b>advocates</b> 55:2  <b>affect</b> 127:14  <b>afraid</b> 83:9  <b>african</b> 5:21  <b>afternoon</b> 48:14  <b>ag</b> 108:14,17,21  109:9 112:11,12  114:2</p>	<p><b>age</b> 6:4 15:2 20:15  21:14 22:1,5 48:1  83:18,21  <b>agencies</b> 26:10  30:11 32:6 37:15  39:11 80:6 98:18  102:1,1 107:21  172:2  <b>agency</b> 32:5  106:19 111:12  163:3  <b>agenda</b> 2:9,11 3:8  43:9 68:2 75:13  173:18 175:9  <b>agendas</b> 89:2  <b>ages</b> 7:5 10:21  <b>aging</b> 43:14 46:1  <b>ago</b> 24:13 25:10  39:8 50:1 53:7  74:21 101:1 103:8  103:18 104:16  106:3,4 120:16  122:12,13 126:10  143:4  <b>agree</b> 61:18  <b>agreeable</b> 166:9  <b>agricultural</b> 97:15  103:13 133:1  172:16  <b>agriculture</b> 98:19  99:5,8,15 101:7  106:20 107:10,20  108:16 127:14  128:15 129:9  <b>agronomic</b> 116:19  <b>agronomically</b>  123:12,13 124:19  <b>agronomy</b> 99:5  <b>ahead</b> 2:3 35:14  53:19 79:12,13  133:16 135:16  152:19 174:5  <b>aid</b> 83:3</p>	<p><b>air</b> 31:2  <b>airport</b> 129:15,18  129:21 130:16  <b>airports</b> 128:4,14  128:18 130:11  <b>airspace</b> 130:10  <b>alarming</b> 8:10,15  <b>alcohol</b> 154:18  <b>alcoholic</b> 154:6,9  155:19  <b>allegiance</b> 2:6,7  <b>allocated</b> 147:14  <b>allow</b> 65:4,5,7,17  157:18 158:12,18  167:20  <b>allowed</b> 41:19  69:19 119:4  <b>allowing</b> 105:19  114:8  <b>allows</b> 59:9  <b>alternate</b> 156:18  161:7  <b>alternative</b> 16:12  <b>altogether</b> 174:14  <b>amaranth</b> 131:8  <b>amen</b> 161:19  <b>amend</b> 135:5  <b>america</b> 170:14  <b>america's</b> 77:7  <b>american</b> 5:21  83:3 127:11,19  128:8,9 130:21  <b>amount</b> 62:12  70:8 120:5,21  137:5 141:4 150:6  151:11  <b>analysis</b> 110:15,17  111:16 112:19  113:8 115:20  120:2  <b>analyze</b> 112:4  <b>andy</b> 54:8,14  166:18</p>
---	---	--	--



<p><b>animal</b> 135:6,9  <b>animals</b> 114:17  135:6,11,21  <b>ann</b> 29:13  <b>annapolis</b> 132:17  170:6  <b>anne</b> 85:9 95:6  180:2  <b>anne's</b> 109:6  126:9 159:3  <b>annexation</b>  138:15 139:3  <b>announce</b> 174:4  <b>announced</b> 172:13  <b>annual</b> 109:4  111:7 113:12  127:17 133:10  174:7  <b>annually</b> 98:16  109:3 110:8,11  111:8,9 118:7  <b>answer</b> 31:4 66:19  110:6 164:6  165:21 175:1  <b>answers</b> 164:16  <b>anticipate</b> 110:21  114:17,19  <b>anybody</b> 49:12  124:17  <b>anymore</b> 105:7  <b>anytime</b> 41:1  <b>anyway</b> 175:12  <b>apologize</b> 133:13  134:5 172:12  <b>appeals</b> 161:5,9  <b>appeared</b> 180:3  <b>applaud</b> 33:3,17  <b>applicants</b> 161:17  <b>application</b> 113:7  114:8 115:13  129:8 174:7  <b>applied</b> 143:3  <b>apply</b> 78:14,19  89:18 116:17</p>	<p>122:6 123:14  129:16  <b>applying</b> 105:15  107:17 124:12  <b>appoint</b> 91:5  <b>appointed</b> 78:4  101:6  <b>appointment</b> 28:3  161:6,15 162:14  <b>appreciate</b> 21:20  23:10,14 26:21  43:5 44:10 53:3  71:13 72:14 97:11  127:1 134:18  136:6 140:3  <b>appreciated</b> 49:16  <b>appreciative</b>  47:10  <b>approach</b> 33:4  <b>approaching</b>  63:12  <b>appropriate</b> 56:6  79:18  <b>approval</b> 67:7,7  137:3 141:2 150:4  152:19 161:6  174:9  <b>approve</b> 65:12  <b>approved</b> 73:9  171:15  <b>april</b> 30:18 32:4  79:11 86:13  101:19  <b>area</b> 20:17 46:13  47:21 48:2 49:9  52:9,21 81:6,12  81:12,16,17,18  82:1 85:6,10,12  99:1,5,16  <b>areas</b> 79:1 80:7  81:10,14 82:8,12  83:13 85:5,10  87:14</p>	<p><b>argue</b> 139:13  <b>arrangements</b>  28:8  <b>art</b> 55:7 59:16  <b>article</b> 135:6  <b>arts</b> 48:7  <b>arundel</b> 180:2  <b>aside</b> 147:10 149:5  161:1  <b>asked</b> 22:8 28:11  31:8 90:13 108:13  117:10 131:16,17  132:16 154:2  155:1,21 156:12  157:13 164:10  <b>asking</b> 34:16 68:5  68:8 128:10  131:14 132:14  153:20 160:4  165:7,10  <b>asks</b> 79:20  <b>aspect</b> 114:10  <b>assembly</b> 171:20  <b>assess</b> 9:21 68:9  <b>assessed</b> 7:19  <b>assessment</b> 7:20  8:1,18 9:1 11:8,13  12:10 33:9 38:17  <b>assessments</b> 8:5  11:10,16 12:11  23:9 24:7 27:15  <b>assessor</b> 35:4  <b>assist</b> 78:14 92:12  <b>assistance</b> 84:11  102:21  <b>assistants</b> 90:18  <b>assisted</b> 180:7  <b>assisting</b> 91:21  <b>associated</b> 58:2  <b>association</b> 171:13  <b>assume</b> 86:3  <b>assuming</b> 110:15  <b>assumption</b> 86:5</p>	<p><b>assuring</b> 76:13  <b>attend</b> 20:21  156:9,14 170:1,7  <b>attendance</b> 136:6  <b>attended</b> 31:13  170:11  <b>attention</b> 25:15  81:21 88:13  <b>audio</b> 180:3  <b>august</b> 129:11  <b>authorize</b> 168:7  <b>available</b> 20:4  88:18 91:14 97:1  107:16 114:19  <b>avalon</b> 30:20  <b>avenue</b> 56:9  <b>average</b> 10:12  <b>aviation</b> 128:4,10  128:13 130:17  <b>award</b> 138:12  141:7  <b>awarded</b> 137:4  <b>aware</b> 96:20 128:2  128:18 143:3  <b>awareness</b> 87:19  <b>awesome</b> 74:12  <b>awful</b> 75:5  <b>awfully</b> 160:18  <b>aye</b> 72:1,3,7 138:2  138:4,6,8 140:11  140:13,15,17  149:16,18,20  150:1,20 151:1,3  151:5 152:4,6,8  152:10 153:11,13  153:15,17 155:11  155:13,15,17  157:5,7,9,11  162:1,3,5,7  163:20 164:1,3,5  168:17,19,21  169:2 179:3,5,7,9</p>
--	---	--	--

<b>b</b>	<b>basis</b> 110:11 125:7 166:20	<b>bigger</b> 25:16 32:18 56:8 70:12 85:10 104:15	156:11 161:5,8 162:21 163:14 172:19 175:4 176:19 177:14 178:13
<b>babies</b> 24:3	<b>bathing</b> 54:17	<b>biggest</b> 15:16 36:1 81:12 83:15 131:7	<b>boarding</b> 135:8
<b>baby</b> 5:13,14	<b>bay</b> 46:7,13 47:20 50:16 52:9 110:2	<b>bill</b> 135:3,5 136:13 154:5 155:5,18 157:1,12,14 158:9 164:18 167:21,21	<b>boards</b> 156:19 161:17
<b>back</b> 33:8 39:10 56:5 68:2 71:6 77:16 78:12 84:14 85:2 87:11 95:1,2 95:18 96:2,14 97:3 98:3 100:16 103:10 122:11 133:14 143:20 156:7 160:17 166:3 172:5	<b>bear</b> 38:11	<b>billion</b> 77:19 78:10	<b>bob</b> 54:21 55:3,9
<b>background</b> 156:17	<b>beating</b> 47:5	<b>bills</b> 132:1 153:19 153:19 154:1,20	<b>bodies</b> 93:8
<b>bad</b> 14:21 15:3 126:5 144:7	<b>beginning</b> 99:8	<b>bind</b> 122:15	<b>bogged</b> 156:10
<b>baldwin</b> 99:1	<b>begun</b> 32:11 96:3	<b>binder</b> 117:7	<b>book</b> 117:7
<b>bang</b> 36:1	<b>behavioral</b> 7:1,5 8:12 25:14 27:17	<b>binders</b> 117:8	<b>borders</b> 119:20
<b>bank</b> 81:1	<b>believe</b> 8:9 46:11 89:14 101:19 158:9 174:10	<b>biology</b> 31:1	<b>born</b> 5:8 15:11,15 82:2
<b>banned</b> 124:11	<b>believed</b> 55:15	<b>birth</b> 6:4 15:1 19:7,8,16 21:8,17 22:1,4 41:2	<b>borne</b> 147:19
<b>banner</b> 103:8	<b>benefit</b> 47:17 49:3 49:7 104:21	<b>bit</b> 4:14 5:5 7:3 9:14 16:4 32:18 46:3 48:11 54:19 69:18 70:16 73:7 75:4 77:5 78:16 80:9 81:20 84:1 86:10 89:16 95:3 101:17 124:9 127:18 153:5 159:5	<b>bounds</b> 138:13 139:1,6
<b>banquet</b> 133:10	<b>benefits</b> 36:12 58:20 102:16	<b>black</b> 45:11	<b>bradley</b> 136:15 172:2
<b>bar</b> 59:18	<b>best</b> 11:21 71:10 80:5 100:12 102:1 108:18 109:10,16 145:15 177:12	<b>blended</b> 52:14 56:12	<b>brain</b> 13:18 15:2
<b>barga</b> 98:6,6 106:18,18 107:7,9 107:12	<b>bet</b> 31:10	<b>blessed</b> 74:17	<b>breaks</b> 145:2
<b>barriers</b> 78:21	<b>better</b> 33:16 40:8 47:5 113:21	<b>blind</b> 22:18	<b>breeding</b> 135:8
<b>base</b> 73:14 104:18 118:6 130:3	<b>beverages</b> 154:6 154:10 155:19	<b>block</b> 60:11 93:3 94:4,5	<b>brief</b> 77:6 156:6
<b>based</b> 16:8 18:12 77:20 83:2 87:5 113:15 116:2,8 120:4 125:1 129:13	<b>beyond</b> 111:6	<b>blocks</b> 93:8,14,15	<b>briefly</b> 158:6
<b>basically</b> 53:10 87:6,17 90:8 102:16 108:17,20 109:9 110:9 111:14 115:15 116:6 118:14 119:1,3 120:2,3,8 121:3,19 142:13	<b>bf</b> 129:1	<b>board</b> 3:9 4:6,8 18:15 24:13 55:18 75:2 97:19 98:3 100:18 101:4 133:6,10 155:20	<b>bring</b> 24:3,6 31:8 42:9 59:13 64:13 99:12 103:3 108:5 124:1 134:10
	<b>bibb</b> 49:18		<b>bringing</b> 35:3 38:10,13
	<b>bid</b> 137:4,10,20 145:21,21 146:4 147:12		<b>broadband</b> 150:4 150:7
	<b>bidder</b> 139:21		<b>broader</b> 4:14
	<b>big</b> 15:19 20:15 23:14 27:21 49:7 55:1 62:10 79:20 86:11 95:6 97:14 103:2 104:3 113:18 119:10 120:16 121:9 131:10		<b>broken</b> 84:19 85:20
			<b>brooklet's</b> 43:17 56:2 59:5 60:21 63:15 66:16
			<b>brooks</b> 43:15,16 43:16,20 48:14 50:9,21 51:12,16 52:3 53:10,11 54:16 57:17 58:1

58:5,10,14,16 63:17,19 67:12 69:1 72:13,18 74:15 170:7 <b>brought</b> 24:15 55:14 81:21 104:4 127:21 <b>buck</b> 36:1 <b>budget</b> 23:16 61:9 61:10,12,14,21 62:10,13,15 63:2 63:10 64:4 65:9 67:17,18,20 68:1 68:5,10 69:9 70:8 72:9 73:16,18 151:13 172:1,20 173:16 174:16 178:6 <b>budgeted</b> 138:19 151:13 <b>buffer</b> 119:21 <b>build</b> 16:11 18:1 30:15 <b>building</b> 26:16 29:4 44:15 45:3 54:20 56:12 65:3 65:14 108:14 148:21 149:2 170:16 <b>buildings</b> 149:2 <b>built</b> 93:21 114:12 118:20 <b>bunch</b> 83:19 <b>bureau</b> 75:17 88:16 127:9,10,10 127:11,16,20 128:8,9,10 130:21 133:6 <b>bureau's</b> 127:6 <b>business</b> 128:13 156:14 <b>businesses</b> 144:5 156:11	<b>buying</b> 69:5 <b>c</b> <b>calendar</b> 58:11 133:16 173:6 <b>call</b> 71:19 79:4 109:13 113:2 115:19 118:15 121:10 125:8 137:21 140:8 146:20 149:14 150:17 152:2 153:8 155:8 161:20 163:18 168:5,14 172:12 178:19,21 <b>callahan</b> 57:10 97:21 108:12,12 110:9 111:10,14 111:19 112:19 115:15 117:3,7,11 118:4,14 120:18 121:3 124:6 125:18,21 126:4 126:17,20 134:16 <b>called</b> 24:13 81:5 105:13 118:17,19 123:8 <b>cambridge</b> 85:9 <b>campuses</b> 79:15 <b>cancel</b> 175:7 <b>cancer</b> 14:1,4 <b>candidates</b> 96:21 <b>canvassing</b> 89:9 90:14 93:5 <b>capabilities</b> 116:1 116:5 <b>capability</b> 116:9 122:20 <b>carbon</b> 132:7,10 <b>cards</b> 46:20 47:2 <b>care</b> 5:10,10 15:15 17:19 19:21 20:9 20:11,13	<b>caregiver</b> 10:2 11:4 <b>caregivers</b> 10:13 <b>caretakers</b> 10:6 10:11 <b>caroline</b> 129:4 <b>carry</b> 130:4 <b>case</b> 33:11 113:10 <b>caseload</b> 17:14 <b>caseloads</b> 9:18 10:7 11:14 <b>cases</b> 10:8 111:6 <b>cast</b> 142:2 146:9 <b>categories</b> 82:15 <b>categorize</b> 120:9 <b>category</b> 82:15,17 <b>cater</b> 134:8 <b>cats</b> 135:13 <b>caucasian</b> 14:13 <b>caught</b> 103:17 <b>cause</b> 145:10 <b>causes</b> 13:15 <b>cdc</b> 13:11 <b>celebrating</b> 101:18 <b>celebration</b> 24:12 <b>census</b> 60:13 75:15,17 76:14 77:2,4,20 78:11 78:15,17 79:8 80:15 81:5 83:3 83:17 84:17 86:13 87:2,13 88:14,16 89:3,13 90:15 91:3,5,7,19 93:3,8 93:14,15,16,17 94:10 95:6,12 <b>censuses</b> 91:9 <b>center</b> 17:1 43:11 43:17 48:13 52:17 52:19 56:2,16 57:20 58:3,18 59:6,12 60:21 61:1,6 66:2 70:7	71:7 73:4 74:3 89:20 108:14 162:11,19 163:1 163:14 170:8 171:14 174:1 <b>centers</b> 27:21 63:19 <b>cents</b> 64:1 <b>ceo</b> 43:12 65:2 <b>certain</b> 60:12 112:11 114:6 119:3 130:4 <b>certainly</b> 33:3,17 47:10 126:7,18 165:14,20 166:2 175:2 <b>certified</b> 37:11 72:10 109:1 112:10 <b>certify</b> 180:3,5,8 180:10 <b>chair</b> 2:10,12,18 3:3,5,19 51:5 70:1 136:9 139:19 149:6 <b>chairman</b> 97:19 <b>challenge</b> 18:6 36:13,13,16 <b>challenges</b> 15:16 94:18 <b>challenging</b> 66:14 103:19 <b>chambers</b> 1:10 <b>chance</b> 2:15 3:1 67:2 <b>change</b> 134:3 140:19 141:3 146:2 <b>changed</b> 106:2,4 132:20 172:15 <b>changes</b> 171:16 <b>channel</b> 25:20 26:8,11 37:5
---	---	---	---

<p><b>chapel</b> 26:15  <b>chapter</b> 135:5  <b>characteristics</b>  119:17 125:1  <b>chastity</b> 76:6  <b>checking</b> 163:16  <b>checklist</b> 51:3  <b>checkup</b> 28:18  <b>chesapeake</b> 43:13  55:5 174:1  <b>chicken</b> 122:2  123:18 125:15,16  126:2  <b>child</b> 7:21 9:18,19  10:6 11:13 13:1  16:12 17:13,19  18:3 19:21 20:9  20:10,13,14 23:5  24:18 28:12 42:3  42:9  <b>childhood</b> 10:20  11:4 12:17 13:2  13:13,17 14:11  15:6 16:2 30:5,12  33:18 41:7  <b>childlne</b> 43:16  48:10 67:6 170:7  <b>children</b> 4:16 5:1  5:8 6:2,4,9,20 7:8  7:15,17,19 10:6  10:21 11:6 12:18  15:9,11 16:10,18  16:19 17:5,21  18:10 21:4,6  22:18,18 25:11,17  25:21 27:16 28:6  28:17 29:11 30:4  37:21 40:4 83:18  83:21 84:4  <b>children's</b> 4:11,15  <b>chime</b> 158:6  <b>choose</b> 20:21  <b>chopped</b> 75:4</p>	<p><b>christ</b> 55:7  <b>christine</b> 177:4  <b>church</b> 55:7  <b>churches</b> 50:10  <b>circulate</b> 166:2,17  <b>city</b> 128:7 131:16  148:18  <b>clarke</b> 136:20  137:1 138:11,16  139:12 141:2,9,11  142:17,20 143:2  143:17 144:21  145:12 146:1  147:11,21 148:3  148:19 150:2  <b>class</b> 5:21 14:16  59:16  <b>classes</b> 15:18 16:4  16:14,20 17:16,18  18:8 41:13,14  59:14 65:6  <b>classroom</b> 25:18  <b>clay</b> 123:1 144:10  <b>cleanout</b> 146:17  <b>clear</b> 16:1 53:15  167:5,18  <b>clearly</b> 77:12  <b>click</b> 81:16  <b>climate</b> 80:13  <b>clinic</b> 28:12  <b>clinics</b> 28:9  <b>clogged</b> 147:4  <b>close</b> 55:11 62:13  118:12  <b>closed</b> 99:16 171:8  172:10 175:17  <b>closely</b> 8:4 38:21  48:17 163:4  <b>closer</b> 90:15 125:5  <b>closest</b> 129:18  <b>closing</b> 171:10  176:17  <b>club</b> 99:9</p>	<p><b>code</b> 59:18 79:10  80:17 135:7 151:7  151:10,19 171:16  <b>cohort</b> 41:4,5  <b>collaborate</b> 26:10  <b>collaborating</b>  42:19  <b>collaboration</b> 9:2  9:4 33:3 38:10  74:19 75:1  <b>collaborative</b>  29:21  <b>collaboratively</b>  8:6 27:4  <b>collapse</b> 144:2  146:21 147:2  <b>collapsed</b> 144:4,8  <b>collect</b> 60:17 65:5  65:17  <b>collected</b> 34:4  <b>collecting</b> 40:11  109:19  <b>college</b> 14:14,15  14:16 79:14  <b>combination</b> 5:21  <b>come</b> 9:18 17:16  18:6 22:9 24:21  28:19 29:5,7 31:2  31:18 32:15 33:10  34:16 35:4 36:3  36:10 41:20 43:16  49:14 50:11 57:19  59:12 63:4,5,7  64:6 71:12 74:5  79:20 84:14 88:16  95:2 98:9,11,17  106:13 108:13  112:1 129:20  130:11 131:16  136:21 138:18  146:16  <b>comes</b> 7:5 19:14  23:19,20 68:20  83:12 93:11</p>	<p>118:14 120:1  124:20 150:9  166:16  <b>comfortable</b> 45:18  <b>coming</b> 3:15 11:10  23:16,17,18 43:10  79:6 87:14 95:15  97:10 98:7 111:17  133:8 134:17  136:16 137:1  141:7 145:5  147:15 166:1  170:12,18 171:2  172:5,19 174:7  <b>comment</b> 105:17  156:6 169:10  <b>comments</b> 67:16  71:4 106:10 127:3  141:9  <b>commercial</b> 106:7  112:20 121:20  128:20 130:16  <b>commission</b> 96:3  180:20  <b>commissioners</b>  49:17 155:21  <b>committee</b> 9:6  48:13 49:8 59:3  78:3,5 80:1,3,11  82:6 87:12,16,16  87:17 88:8 91:21  96:4 167:1  <b>committees</b> 80:2  95:11 161:17  <b>common</b> 38:6  122:3  <b>communicate</b>  166:6  <b>communication</b>  22:20  <b>communities</b>  30:16 53:16 77:12  77:20 81:9 88:10</p>
---	--	--	---

<p><b>community</b> 11:16 11:18 16:16 30:1 30:3,12 32:9 43:3 45:13 50:10 52:19 55:1,2,10,16 60:10 74:1,4,18 80:5,8 81:13 83:3 86:10,11 87:18 88:9,12,17 89:10 90:4,7 91:10,10 91:17 92:6,12 96:20 97:15 98:19 108:17 135:21 171:14 172:16 174:6,21 176:9</p> <p><b>compile</b> 118:5</p> <p><b>complement</b> 52:18</p> <p><b>complete</b> 76:13 78:3,7 80:1 82:6 87:11,16 91:20 95:11</p> <p><b>completion</b> 44:20</p> <p><b>compliance</b> 108:18 109:11</p> <p><b>components</b> 35:8</p> <p><b>comprehensive</b> 27:15</p> <p><b>computer</b> 180:7</p> <p><b>concentration</b> 94:3</p> <p><b>concentrations</b> 93:19</p> <p><b>concept</b> 70:12</p> <p><b>concern</b> 6:1 8:2 85:16,16 128:2,21 131:17</p> <p><b>concerned</b> 13:10 87:14 131:4,7 132:7,11</p> <p><b>concerning</b> 132:1 171:20</p> <p><b>concerns</b> 10:3,9 10:15</p>	<p><b>concluded</b> 179:10</p> <p><b>conditioner</b> 113:3</p> <p><b>conditions</b> 135:12</p> <p><b>conduit</b> 125:11</p> <p><b>confidential</b> 80:16</p> <p><b>confidentiality</b> 84:16</p> <p><b>confined</b> 114:15 114:16</p> <p><b>conflict</b> 133:12</p> <p><b>congratulations</b> 101:9 106:16 170:9</p> <p><b>congress</b> 77:11 128:11</p> <p><b>connect</b> 46:8 66:11</p> <p><b>connection</b> 42:12</p> <p><b>connects</b> 52:16</p> <p><b>consensus</b> 166:19</p> <p><b>consent</b> 2:13,19 3:7</p> <p><b>conservation</b> 97:17,20 100:16 101:15,20 102:10 102:17 108:2</p> <p><b>consider</b> 84:2,6 165:12</p> <p><b>consideration</b> 57:18 82:7 165:9</p> <p><b>considered</b> 130:15</p> <p><b>considering</b> 141:8</p> <p><b>constantly</b> 130:5</p> <p><b>constitution</b> 77:6</p> <p><b>constraints</b> 104:2</p> <p><b>constructed</b> 139:4</p> <p><b>construction</b> 44:15 138:20</p> <p><b>consult</b> 40:13 93:7</p> <p><b>consultant</b> 111:21 114:6 119:5</p> <p><b>contact</b> 174:20</p> <p><b>contained</b> 180:9</p>	<p><b>content</b> 123:1</p> <p><b>contingency</b> 63:8 63:11 64:11 65:13 69:14 72:11 138:19 147:10,16</p> <p><b>continue</b> 25:20 30:11 45:17 79:3 156:20</p> <p><b>continues</b> 45:16</p> <p><b>continuously</b> 128:11</p> <p><b>continuum</b> 15:10</p> <p><b>contract</b> 138:12 140:20 146:9 149:12</p> <p><b>contractor</b> 147:15</p> <p><b>contribute</b> 84:1</p> <p><b>control</b> 135:6</p> <p><b>controlled</b> 130:10</p> <p><b>controversy</b> 52:6 52:11</p> <p><b>convening</b> 171:6</p> <p><b>convention</b> 128:6 131:15</p> <p><b>conversation</b> 39:8 53:9 56:17 75:11 96:18 163:10</p> <p><b>cool</b> 74:2,7</p> <p><b>coordinating</b> 142:7</p> <p><b>coproducer</b> 30:21</p> <p><b>cordova</b> 75:15 76:2,4,17 82:11 82:14,17,20 83:1 83:11 85:1 86:8 87:3,9 91:4 92:10 92:18 93:1,4,10 95:5,8 97:7,9,12</p> <p><b>corey</b> 1:14 166:18 178:17</p> <p><b>corn</b> 99:9 116:2 123:18 129:10</p> <p><b>correct</b> 53:5 60:19 104:16 105:8</p>	<p>111:19 115:15 121:3 125:18,21 154:11</p> <p><b>corrections</b> 2:11 2:17 3:4</p> <p><b>correctly</b> 96:1 120:15</p> <p><b>correlate</b> 113:15</p> <p><b>correlated</b> 5:14</p> <p><b>correlation</b> 113:16</p> <p><b>cost</b> 27:11 49:1 60:8 104:6,8</p> <p><b>costly</b> 40:14</p> <p><b>cotta</b> 143:19</p> <p><b>council</b> 1:1,4,10 1:13 2:5,9,14,20 4:6 43:9 44:5 47:11 57:9,15 65:11 91:18 97:13 99:14 134:4 135:2 135:18 136:7 137:1 138:10 140:19 150:3 151:6 152:11 153:18 154:3 155:18 156:12 157:12 160:5 162:8,10 165:9 167:2 169:7,10 171:6,12,21 172:14 173:1 174:9 175:13,18 176:8,20 177:5 180:3</p> <p><b>council's</b> 139:2 168:1 171:4</p> <p><b>counsel</b> 180:4,9,10 180:11</p> <p><b>counseling</b> 33:13</p> <p><b>counselors</b> 8:5</p> <p><b>count</b> 76:14 77:7,8 78:3,7 79:18 80:1 80:1,3,11 82:6</p>
---	--	--	--

87:11 91:20 95:11 <b>counties</b> 85:6 103:13 121:17 158:18 159:2,5 <b>counting</b> 16:20 104:20 <b>country</b> 107:2 119:11 <b>county</b> 1:1,1 3:9 3:10,13 4:6,7,12 4:16 5:9 17:12 19:1 20:11 28:7 37:2,12 39:11,19 43:18 45:21 47:11 54:9 56:1 58:19 60:11 65:16 69:12 72:10 76:12 80:3 81:11 84:18 85:8 85:12 87:16 88:1 88:6 90:1 97:15 97:17 98:18,21 99:9,14 101:16 102:1 103:9,12,16 104:5 109:6,11 124:13 126:9 127:9 129:4 135:7 136:19 141:1 142:13 147:20 154:2,6,18 155:19 156:15 157:17 158:11,19,19 166:6 171:3,11,14 171:16,21 172:1 180:2,3 <b>county's</b> 15:9 121:8 163:3 <b>couple</b> 12:19 57:5 59:2 67:18 68:21 76:14 77:15 86:19 86:20 90:1,10 125:5 131:21 <b>course</b> 8:2 11:2 27:21 99:9 112:18 133:7 163:3	169:18 <b>court</b> 46:15 <b>courts</b> 17:14 45:5 45:11 46:21 <b>cover</b> 73:8 96:11 103:4,9,11 104:9 104:13 105:7,9,13 105:19 106:1 109:5,6 129:8,14 <b>covered</b> 142:12 <b>cows</b> 114:12 <b>cracks</b> 144:1,7 <b>crafts</b> 48:8 <b>craig</b> 100:21 <b>crankshaw</b> 134:20 135:17,20 136:3 <b>create</b> 135:7 <b>created</b> 122:19 144:4 <b>creates</b> 10:18 <b>creek</b> 119:19 <b>critchlow</b> 20:15 <b>criteria</b> 124:13 <b>critical</b> 92:13 <b>crop</b> 103:4,11 105:7,19 116:9 123:12 128:16,19 129:5,8,14 <b>crops</b> 103:9 104:10,13 105:10 106:1 111:1 115:8 <b>cross</b> 66:18 <b>cte</b> 150:5 <b>cure</b> 141:18 <b>current</b> 60:4 63:10 112:19 113:8,10 151:13 154:7,8 <b>currently</b> 37:4,8 60:1 118:17 124:7 124:10,20 131:7 141:17,19 146:15 148:13 173:21	<b>cut</b> 125:12 <b>cuts</b> 73:17 <b>cutting</b> 54:10 75:9 137:5 <b>cycle</b> 114:18 122:9 <b>cyclical</b> 4:19 <b>d</b> <b>d.n.a.</b> 13:21 <b>damage</b> 15:1 <b>dancing</b> 59:15 <b>dark</b> 68:3 70:13 <b>darker</b> 81:17 <b>data</b> 4:18,21 26:6 34:3,21 36:5,8,17 59:20 60:3,9,13 61:6 65:5,17 77:2 77:10,12,21 78:11 80:15,20 85:19 86:13 109:18 117:11 118:4 <b>database</b> 60:4 <b>date</b> 17:4 53:21 54:9 68:12 159:11 161:2 164:20 166:15 173:1 175:8 177:9 <b>dates</b> 99:3 100:3 <b>daunting</b> 39:18 <b>day</b> 19:20 45:11 48:16 59:14 66:3 71:10 79:5 87:6 145:19 154:10,18 177:10,18 178:3,9 180:13 <b>days</b> 19:20 44:13 52:7 66:13 68:21 86:19,20 90:10 118:2 126:21 154:6 <b>dct</b> 177:21 <b>deadline</b> 159:13 174:8 <b>deaf</b> 22:19	<b>deal</b> 111:4 120:16 121:9 137:2 <b>dealing</b> 142:6 <b>deals</b> 154:7 <b>death</b> 13:15 <b>debt</b> 45:20 <b>decade</b> 77:7 <b>decades</b> 18:13 <b>december</b> 10:5 16:18 128:7 <b>decide</b> 80:4,11 <b>decided</b> 19:19 21:15 <b>decision</b> 57:3 64:4 <b>deeply</b> 55:15 <b>defective</b> 141:5 <b>defer</b> 64:5 <b>definitely</b> 38:8 49:15 60:8 86:9 122:12 <b>degree</b> 110:12 <b>degrees</b> 14:15 <b>delaware</b> 129:13 <b>delay</b> 96:8 <b>delegate</b> 157:15 157:16 158:8 164:10 <b>delegation</b> 154:4 156:1 <b>deletions</b> 2:11,17 3:4 <b>deliberations</b> 173:16 174:16 178:7 <b>delineated</b> 93:9 <b>delineation</b> 93:3 <b>delmarva</b> 174:6 174:21 176:9 <b>demand</b> 48:4 <b>democratic</b> 92:16 <b>demographics</b> 81:18 82:7 86:1 <b>demonstrate</b> 60:13
--	---	--	---

<p><b>dense</b> 85:12</p> <p><b>denton</b> 129:6</p> <p><b>department</b> 3:13 12:3,7,11 16:6 19:1 21:13 23:17 28:7,10,20 91:20 101:7 106:20 107:10 108:15 109:2 112:11,12 137:2 152:12 158:21 169:17,19</p> <p><b>departments</b> 172:2</p> <p><b>depends</b> 68:17</p> <p><b>description</b> 138:13</p> <p><b>designate</b> 177:17</p> <p><b>designated</b> 158:20</p> <p><b>designed</b> 16:10</p> <p><b>designs</b> 102:20</p> <p><b>detail</b> 39:14</p> <p><b>detention</b> 17:1</p> <p><b>determine</b> 49:9 109:14</p> <p><b>determined</b> 83:1 177:2,3</p> <p><b>devastating</b> 92:14</p> <p><b>develop</b> 27:14 127:12 166:19</p> <p><b>developed</b> 112:9</p> <p><b>developing</b> 22:11 22:12 23:5,6 79:21 87:15</p> <p><b>development</b> 13:19 60:10 89:20 94:15 112:6 141:13 142:14 143:4 148:5</p> <p><b>developmental</b> 27:17</p> <p><b>develops</b> 27:16</p> <p><b>diabetes</b> 28:17</p> <p><b>diane</b> 1:21 180:2 180:16</p>	<p><b>dictate</b> 110:16 114:5 120:12</p> <p><b>dictates</b> 108:20</p> <p><b>difference</b> 14:5 40:7 42:11,21 46:11 55:17 74:8 74:10</p> <p><b>different</b> 26:10 34:8 36:17 38:3 40:20 52:16 56:8 64:15 79:17 84:9 91:15 95:10 98:17 117:19,20 138:16</p> <p><b>differentiate</b> 56:14</p> <p><b>differently</b> 36:14</p> <p><b>difficult</b> 20:13 73:16 94:10</p> <p><b>dill</b> 98:4,14 100:2 100:11</p> <p><b>dinner</b> 134:9,10 169:17,18 172:15</p> <p><b>dinners</b> 169:19 170:19</p> <p><b>direct</b> 125:10</p> <p><b>direction</b> 38:7,9 139:2 153:20 175:3</p> <p><b>directions</b> 34:9</p> <p><b>directly</b> 102:3,15</p> <p><b>director</b> 3:13 30:21 42:1 43:14 43:17 65:15 74:21 99:1 170:8</p> <p><b>directors</b> 98:4</p> <p><b>disability</b> 174:2</p> <p><b>disagreement</b> 52:12</p> <p><b>disallowed</b> 124:4</p> <p><b>disbursements</b> 2:20 3:5</p> <p><b>discuss</b> 171:8,15 171:18</p>	<p><b>discussed</b> 157:13</p> <p><b>discussion</b> 70:9 71:17 96:8 137:19 140:7 149:11 150:16 151:18 152:1 153:6 155:7 157:2 161:15 167:17</p> <p><b>discussions</b> 92:6</p> <p><b>disease</b> 14:4 48:7</p> <p><b>disorder</b> 10:8</p> <p><b>disorders</b> 10:12 10:14</p> <p><b>distance</b> 119:9 120:4</p> <p><b>distinction</b> 130:20</p> <p><b>distributes</b> 77:19</p> <p><b>district</b> 97:16,18 97:21 100:16,20 100:21 101:2,8,17 101:20 102:10 170:5,10</p> <p><b>districting</b> 94:9</p> <p><b>divilio</b> 1:15 63:9 63:12 64:2 70:4,5 70:18 71:17 72:2 72:3 138:3,4 140:12,13 149:9 149:10,17,18 150:14,15,21 151:1,16,17 152:5 152:6 153:1,2,12 153:13 155:4,7,12 155:13 156:4,5 157:6,7 158:1,2 158:15,17 159:17 159:20 161:13,14 162:2,3,9,15,17 163:8,15,21 164:1 165:4,17 166:11 166:14,21 167:7 168:18,19 169:10 169:11 170:13 179:4,5</p>	<p><b>divilio's</b> 71:4</p> <p><b>divorce</b> 13:8</p> <p><b>dobson</b> 29:4 170:16</p> <p><b>document</b> 151:11</p> <p><b>dogs</b> 135:13</p> <p><b>doing</b> 8:17 11:8,10 12:12 35:5 36:9 37:1 38:15 40:15 47:16 52:19 81:7 92:8 94:9 99:19 102:11 109:13,21 110:1 111:12,13 111:15 127:4 141:17,19 143:5 145:5 151:8 167:19 169:21</p> <p><b>dollars</b> 27:7 141:9 143:13</p> <p><b>domestic</b> 13:7</p> <p><b>domesticated</b> 135:11</p> <p><b>door</b> 88:2 90:5</p> <p><b>doors</b> 64:18,19 65:1 71:6 79:6 90:18 176:4</p> <p><b>dorchester</b> 85:8 129:15 158:18</p> <p><b>dose</b> 12:21</p> <p><b>doses</b> 13:16 14:3</p> <p><b>double</b> 7:13 132:17</p> <p><b>doubled</b> 7:10 8:14 23:11</p> <p><b>doubling</b> 41:17</p> <p><b>downstream</b> 145:11</p> <p><b>dozen</b> 112:4</p> <p><b>dr</b> 3:9,16,17,20 4:1,3,10 6:8,18,19 7:4 8:3,19 9:2,8 12:16 18:4 19:6 21:19 23:19 24:5 25:3 26:5 27:6</p>
--	---	---	--

29:2 30:2 31:8,11 31:14 32:5,8 34:5 34:13,19 35:7,15 35:20 36:12,16,19 37:14,17 38:20 39:8,9,12,16 40:1 40:2 41:1,15 42:6 42:12,16,17,18 43:7 <b>drainage</b> 119:14 125:9,9 <b>dramatically</b> 13:14 <b>draw</b> 93:13,18 94:21 <b>drawing</b> 33:11 <b>drawn</b> 93:16 <b>dredging</b> 141:3 148:9 <b>driven</b> 89:21 <b>drives</b> 39:13 <b>drop</b> 40:19 <b>dss</b> 9:16 11:9 12:13 18:15 30:6 37:7 74:21 <b>duck</b> 158:13 <b>due</b> 44:14 103:21 104:19 105:20 <b>durham</b> 76:6,6,7 <b>dusters</b> 128:19 <b>dusting</b> 128:16 129:5 <b>dutchman's</b> 138:14 139:3	<b>easier</b> 59:21 <b>easily</b> 81:7 <b>east</b> 94:13 <b>eastern</b> 9:4 37:19 76:13 79:1 81:19 85:4 <b>easton</b> 1:10 29:3 46:19 47:7 49:4 53:1 76:11 81:13 82:1 84:20 85:3,7 85:8,14,21 86:2,7 86:12 88:2 93:20 94:13 95:4 129:21 129:21 130:2 133:10 138:15 139:5 170:16 180:13 <b>easy</b> 95:19 100:9 <b>eat</b> 107:3,19 134:11 <b>ed</b> 98:2 127:3 175:4 177:14 178:13 <b>ed's</b> 117:4 118:3 <b>edge</b> 118:13 <b>education</b> 17:20 29:14 30:12 172:19 176:20 <b>educational</b> 32:2 134:17 <b>educator</b> 98:5 <b>effective</b> 59:10 60:7 <b>efficiency</b> 59:8 <b>efficient</b> 21:15 60:8 <b>effort</b> 43:6 44:8 45:18 75:6 <b>efforts</b> 29:21 91:19 132:18 <b>eight</b> 7:15 131:10 136:18 142:3 146:8	<b>eighth</b> 45:10 <b>either</b> 13:5 19:15 81:1 90:11 147:14 175:6 <b>election</b> 154:6,10 154:18 <b>element</b> 123:20 <b>elementary</b> 29:4 <b>eleven</b> 7:11 <b>eligible</b> 19:10,11 <b>eliminate</b> 154:14 174:13 <b>emergency</b> 77:14 157:16 159:7,12 164:10,12 <b>emotional</b> 13:3,4 <b>employ</b> 37:15 <b>employee</b> 12:7 180:11 <b>empty</b> 131:19 <b>encampments</b> 79:16 <b>enclosed</b> 44:15 <b>encountering</b> 94:18 <b>encouraged</b> 5:18 <b>endeavor</b> 44:10 <b>ended</b> 143:9 <b>ends</b> 147:1 <b>energy</b> 150:6 <b>engaging</b> 92:11 <b>engineering</b> 102:19 <b>english</b> 82:4 <b>enjoy</b> 101:3 <b>enjoyed</b> 162:21 <b>enrolled</b> 23:1 105:20 <b>entered</b> 60:11 180:9 <b>entering</b> 6:20 60:3 <b>enterprise</b> 147:19 <b>entertain</b> 70:9	<b>entertaining</b> 134:16 <b>entire</b> 18:1 86:6 139:7 <b>enumerators</b> 90:16 <b>environmental</b> 116:20 119:7 123:17 <b>equal</b> 122:19 <b>equipment</b> 72:21 73:1 <b>especially</b> 20:14 20:16 27:18 76:19 78:21 80:12 <b>essentially</b> 87:20 88:7 91:4,16 <b>established</b> 78:3 87:17 <b>estate</b> 171:8 <b>evaluate</b> 35:11 <b>evaluating</b> 35:7 <b>evaluation</b> 40:13 124:21 <b>evening</b> 17:19 31:18 43:20,21 48:15 69:7,21 165:7 169:15 <b>event</b> 30:17 32:1 88:21 133:15 169:18 170:11,14 <b>events</b> 54:5 95:2 174:4 <b>eventually</b> 90:17 <b>everybody</b> 103:3 108:3 143:3 <b>everybody's</b> 51:1 60:2 <b>evidence</b> 16:8 18:12 <b>exactly</b> 40:15 41:12 87:9 159:6 <b>examination</b> 180:5
<b>e</b>			
<b>e</b> 1:17 166:17 <b>earlier</b> 19:7 22:19 22:21 <b>early</b> 5:9 7:5 15:15 18:21 19:10 19:17 21:1,5 25:15 33:18 40:5 46:5			



<b>example</b> 28:16 35:9 112:15 114:15 115:17 116:15 119:19 <b>exceed</b> 151:12 <b>excess</b> 115:2 <b>excessive</b> 121:10 <b>excited</b> 45:10,14 47:12 74:8 75:7 <b>exciting</b> 102:14 <b>excuse</b> 105:11 <b>executive</b> 43:14 78:2,8 <b>exercise</b> 49:2 <b>existence</b> 121:14 <b>expand</b> 16:15 69:19 131:18 <b>expect</b> 31:15 <b>expectancy</b> 14:5 <b>experience</b> 10:21 13:18 30:5 76:20 91:8 <b>experiences</b> 10:20 11:4 12:18 13:2 13:14 14:11 15:6 30:13,13 41:7,10 <b>experiencing</b> 10:7 <b>expertise</b> 38:11 <b>expires</b> 180:20 <b>explain</b> 121:2 <b>export</b> 115:3 <b>exposed</b> 14:2 15:7 <b>exposure</b> 13:13,16 <b>extend</b> 31:17 137:3,9,12 <b>extended</b> 137:7 <b>extension</b> 98:5,20 99:1 142:18 <b>external</b> 45:5 <b>extreme</b> 135:11 <b>extremely</b> 44:9 <b>exuberantly</b> 121:10	<b>eyes</b> 112:14 <b>f</b> <b>face</b> 80:21 <b>facilities</b> 56:13 135:9 <b>facility</b> 41:18 44:17,19 45:20 46:9 48:5 49:5 50:12 66:4,17 <b>fact</b> 6:3 7:7 14:11 27:6 33:17 77:15 88:13 <b>factor</b> 119:10 <b>factors</b> 119:20 123:1 <b>failure</b> 14:7 <b>fairly</b> 128:14 <b>fairs</b> 89:1 <b>fall</b> 100:2 103:7 105:15 106:8,8 127:16 140:1 <b>fallen</b> 92:3 <b>families</b> 8:7 9:17 9:21 11:14 17:1 17:10 18:10,14,18 18:20 19:11 20:8 35:18 39:1 40:5 43:2 53:3 <b>family</b> 6:5 13:5,7 13:8 17:19 18:1 21:4 28:21 38:21 55:6,13,20 <b>family's</b> 12:1 <b>far</b> 9:11,12 17:7 53:19 64:18 111:1 111:11 115:7,20 128:13 133:15 158:10 176:16 <b>farm</b> 99:11,17 100:13 106:19 108:2 109:13 115:7,18 118:2 122:1 127:6,9,9 127:10,11,16,19	128:7,8,10 130:21 133:6 <b>farmer</b> 99:8 112:13 <b>farmers</b> 102:3 103:1 104:7 109:21 111:20,20 <b>farmland</b> 102:2 <b>farms</b> 99:15 117:15,19 <b>fashion</b> 45:12 <b>faster</b> 160:19 <b>father</b> 31:9 <b>faulty</b> 143:15 <b>favor</b> 139:15 <b>fear</b> 84:14 <b>february</b> 1:7 2:21 2:21 6:16 78:1 101:6 159:18,21 <b>federal</b> 19:18 21:10 23:20 77:18 78:10 101:21 127:13,19 128:3 <b>federation</b> 127:11 128:9 <b>feds</b> 127:19 <b>fee</b> 12:4 150:9 <b>feedback</b> 45:13 <b>feel</b> 24:17,18 48:5 64:2 80:8 88:11 91:6 <b>feels</b> 23:4 <b>feet</b> 125:5 131:10 <b>fell</b> 122:10 <b>fellow</b> 65:11 <b>fertility</b> 123:8 <b>fertilize</b> 106:8 <b>fertilized</b> 119:21 <b>fertilizer</b> 105:16 112:21 121:20 <b>fidelity</b> 34:18 <b>field</b> 115:19 119:20	<b>fields</b> 104:10 126:12 <b>fifth</b> 105:5 <b>fifths</b> 177:11 <b>fifty</b> 5:20 6:11 <b>figure</b> 41:3 50:17 51:6,7 54:9 56:4 57:5 87:1,1,3 94:20 103:5 175:1 <b>figures</b> 9:11 40:9 <b>figuring</b> 102:13 <b>file</b> 109:3 159:14 <b>files</b> 109:2 <b>filing</b> 159:15 160:2 164:13 <b>fill</b> 20:18 79:12 87:5 <b>filled</b> 90:3 <b>filling</b> 83:20 84:2 87:2 <b>film</b> 31:1,2,5 <b>final</b> 27:13 170:19 171:1 <b>finance</b> 3:2 <b>financial</b> 102:21 <b>find</b> 19:4 20:13 27:8 32:1 86:2 92:7,19 110:5 154:15 164:9 165:20 169:3 175:7 <b>finding</b> 146:18 <b>fine</b> 22:12 62:8 80:21 165:17 <b>finish</b> 63:20 144:14 <b>finished</b> 148:16 <b>finishing</b> 63:13 <b>fire</b> 169:17,19 170:19 <b>first</b> 5:10 7:18,20 13:3 15:14 33:2 40:17 49:11 54:8 76:19 77:1 78:18
---	---	--	--

90:14 96:8 101:6 138:12 148:7 154:5 159:20 177:5 <b>fiscal</b> 63:8 <b>fit</b> 32:15 80:5 95:1 <b>fiv</b> 123:9,10 <b>five</b> 6:12 16:21 41:5 83:4,18 89:4 107:4 121:5 140:21 172:20 175:4,5,13 176:7 176:19 178:13 <b>fix</b> 38:16 <b>fixed</b> 130:2 <b>flippy</b> 47:2 <b>floor</b> 140:1 <b>flow</b> 144:20 <b>flows</b> 145:13,14 145:16 <b>flush</b> 147:4 <b>fly</b> 130:3 <b>flyers</b> 31:19 90:2 <b>focus</b> 81:15 <b>focused</b> 55:4 <b>fold</b> 122:7 <b>folders</b> 77:15 95:9 <b>folks</b> 14:2 17:15 46:7 47:21 52:20 54:3 59:11 128:1 <b>follow</b> 50:20 76:18 89:16 <b>followed</b> 2:5 <b>following</b> 109:13 109:15 <b>follows</b> 171:14 172:3 <b>food</b> 107:2,3 108:2 108:7 175:21 <b>forces</b> 49:20 <b>foreign</b> 82:2 <b>forever</b> 89:3 <b>form</b> 91:3,5,6	<b>format</b> 34:12 <b>formation</b> 91:21 <b>formations</b> 96:3 <b>formed</b> 96:13 101:18 <b>former</b> 33:5 <b>forming</b> 82:5 <b>formulas</b> 92:15 <b>forth</b> 73:5 <b>fortunately</b> 85:14 <b>forty</b> 6:12 <b>forum</b> 50:4 <b>forward</b> 32:21 38:19 39:20 40:10 57:10 64:8 70:21 71:14 99:13 156:15 158:9 161:4 167:12 170:17 173:17 <b>fossil</b> 132:9 <b>found</b> 18:16 27:7 81:7 <b>four</b> 6:6 13:17 14:18,18 38:16 46:12 67:21 68:8 68:12 112:16 133:3 143:4 172:20 175:4,5 176:19 177:11 178:12 <b>fourth</b> 5:8 28:12 38:13 <b>fowl</b> 132:15 <b>frail</b> 146:21 <b>frame</b> 67:10 <b>franchise</b> 150:9 <b>frank</b> 1:15 39:6 69:20 163:12 <b>frankly</b> 92:15 <b>fredia</b> 3:9 4:2 10:19 21:20 30:10 <b>free</b> 6:13 32:1 45:20 95:19	<b>fresh</b> 66:12 <b>friday</b> 159:16 170:12 <b>friend</b> 55:11 <b>front</b> 66:3 173:7 <b>fsa</b> 106:11 <b>fuel</b> 130:5,7,7 <b>fuels</b> 132:9 <b>full</b> 5:13 20:2 57:15 89:12 121:5 130:7 <b>fully</b> 142:12 <b>fund</b> 63:5,6,10 147:18,19 <b>funded</b> 18:14 128:11 <b>funding</b> 19:19 20:1 32:16 58:19 78:14 92:15 128:13 131:1,18 142:15 143:11 150:9 152:18 <b>fundraising</b> 45:16 <b>funds</b> 18:15,16 20:9 63:1 78:10 141:7 142:13 147:17 148:14 152:18 153:7 <b>fungicide</b> 129:10 <b>further</b> 64:9 70:9 71:2 72:12 137:19 140:7 149:11 150:16 151:18 152:1 153:6 155:7 157:2 161:14 170:3 180:5,8,10 <b>future</b> 17:9 64:5 <b>fy19</b> 60:20 70:8 72:9	<b>gather</b> 34:9 64:10 <b>gathering</b> 61:6 <b>gavel</b> 65:20 <b>general</b> 63:5,6 76:13 90:7 128:4 128:10,12 130:17 147:20 151:10 171:19 <b>generally</b> 110:10 110:19 111:8,19 112:3 113:3,10,11 116:17 121:12 122:3 <b>generate</b> 114:17 <b>generation</b> 5:3 111:5 <b>gentlemen</b> 134:15 <b>geographically</b> 84:19 <b>getting</b> 8:7 18:5 40:12 43:3 61:20 66:3 68:17,18 87:11 92:8 109:11 121:4 130:14 139:8,14 160:19 <b>gill</b> 43:12 44:1 46:16 47:3 52:14 53:18 54:2,21 57:4,16 65:21 67:2 73:21 74:7 75:2 <b>give</b> 4:13,16 12:20 19:7,8 25:15 32:18 36:1 38:11 38:17,18 48:20 50:12 53:21 65:19 67:17,21 98:8 101:13 108:3 112:15 120:19 123:5 176:6 <b>given</b> 24:1 107:1 <b>gives</b> 21:1 27:14 39:14 66:4 81:18 168:9
		<b>g</b>	
		<b>gallons</b> 145:17,18 <b>gap</b> 20:17 <b>gary</b> 43:13 47:9 67:5 74:16	

<p><b>giving</b> 29:8 116:6 164:20</p> <p><b>glad</b> 39:19 110:6</p> <p><b>go</b> 2:3 3:1 5:18 16:1 19:9 24:9 25:1 27:20 34:8 35:13 40:9 45:7 45:16 51:9 55:16 56:5 61:20 63:21 65:6,14 67:3,13 73:5 79:12,14 85:2 88:2 90:5,9 90:12,17 94:4 111:6 114:7 125:16 126:2 129:17 130:12 131:2 135:16 152:19 156:15 164:17 175:17,18</p> <p><b>goals</b> 102:6,6 105:21</p> <p><b>going</b> 2:3 4:1 7:2 12:4 16:3 17:8 19:18 20:3 27:2 30:17,18 34:2,3,4 34:18 35:21 38:19 39:20 45:4,8 46:9 47:1 49:18 51:9 51:10,20 53:1 58:3 59:15,16,17 61:8,9,14,18 62:1 62:5,5,18 64:12 64:20 65:3,16,17 69:4,5,15,17,18 72:20 73:16,17,21 74:7,11 75:6,13 75:14 78:17,18 82:8 84:14 86:2 86:12 87:4 88:4 88:13 89:8 91:2 98:8,9,11,13 99:14 101:10 102:5 106:21 111:1 112:3</p>	<p>113:14 114:17,20 114:21 115:10 116:13 117:16 119:15 120:7,7 123:14,17 125:7 125:10 127:5,15 139:13 142:12 144:1 146:13 148:16 154:8 160:13 166:4 170:14 171:18 173:17 174:20 175:11,21 177:9 177:10 178:10,12 178:14</p> <p><b>good</b> 15:4,12 35:15 36:20 37:14 38:17,18 40:13 43:20,21 45:6 48:14,14 52:5,5 69:14,15 75:10,17 95:18 96:12,21 100:11 110:14,20 127:5,5 133:4,4 151:8,9 154:19 161:16 169:17</p> <p><b>google</b> 81:7</p> <p><b>goose</b> 158:14</p> <p><b>gotten</b> 52:10 66:10 141:12 146:10 148:10</p> <p><b>government</b> 19:19 23:20 77:18 87:18 128:4</p> <p><b>governmental</b> 80:6 91:12</p> <p><b>governor</b> 78:1</p> <p><b>gracious</b> 163:8</p> <p><b>grade</b> 25:12 40:17 40:18,19 170:15</p> <p><b>grader</b> 45:10</p> <p><b>graduation</b> 54:6</p> <p><b>grain</b> 106:7</p>	<p><b>grandparents</b> 84:5,6</p> <p><b>grant</b> 23:18 25:11 25:19,21 60:11 76:21 78:13 104:6 141:7 142:12,15 143:11,13 147:14 147:17 148:12,13 174:7</p> <p><b>grantee</b> 65:18</p> <p><b>grants</b> 44:9 47:19</p> <p><b>grass</b> 137:4</p> <p><b>grateful</b> 48:19</p> <p><b>gravity</b> 145:1</p> <p><b>gray</b> 78:20</p> <p><b>great</b> 26:17 27:3 29:12 44:12 45:12 46:6 47:17 48:4 66:17 76:16,17 86:9 89:6 95:6 98:16 104:3</p> <p><b>greater</b> 6:19 13:1 32:10 83:7 94:2 123:9,13 124:10</p> <p><b>greatest</b> 14:21</p> <p><b>greenwood</b> 129:13</p> <p><b>gretchen</b> 156:7</p> <p><b>griffith</b> 3:11,16 4:1 6:18 7:4 8:19 9:2 21:19 23:19 24:5 26:5 29:2 31:8,11,14 35:15 35:20 36:12,16,19 37:14,17 38:20 39:8,9,12,16 40:1 41:15 42:6,12,18</p> <p><b>gross</b> 22:13</p> <p><b>ground</b> 71:1 96:11 102:5 145:4 148:21 149:3</p> <p><b>group</b> 14:17 15:20 21:14 94:5 97:14</p> <p><b>groups</b> 50:10 76:18 94:6</p>	<p><b>grow</b> 115:8,9,9 116:1,2,9 123:12 123:18 132:15</p> <p><b>growing</b> 15:2 81:20 110:21</p> <p><b>grows</b> 131:9</p> <p><b>guess</b> 24:10 55:21 59:2 101:1 103:2 113:20 118:11 130:15 142:11 143:5,19 148:3 158:10</p> <p><b>guidelines</b> 105:15</p> <p><b>gunther</b> 43:13 47:10 58:16 59:2 60:18 61:2,11,16</p> <p><b>guy</b> 116:12 129:4</p> <p><b>guys</b> 44:12 54:3 74:9,17 75:9 97:4 100:5,7 102:7 107:6 133:12,18</p>
<b>h</b>			
<p><b>half</b> 14:14,14,14 14:15 17:6 32:14 86:6 112:3 124:18 130:6 141:8 145:17 174:17</p> <p><b>halfway</b> 15:17</p> <p><b>hand</b> 67:11 68:19 71:15 180:13</p> <p><b>handful</b> 120:4</p> <p><b>handle</b> 102:19 113:13</p> <p><b>hands</b> 136:10</p> <p><b>hang</b> 164:17</p> <p><b>happen</b> 26:20 29:16 41:11 50:14 54:4 74:5,13 75:5 134:7 172:18</p> <p><b>happened</b> 143:18 144:21 146:1 147:12</p> <p><b>happening</b> 52:6 89:1 144:2 147:1</p>			

<p><b>happens</b> 41:1 77:8 99:18 128:18 146:15 <b>happy</b> 161:18 <b>hard</b> 106:9 126:20 <b>harder</b> 111:6 <b>hardware</b> 67:9 <b>harford</b> 159:3 <b>harvest</b> 104:15,18 105:3,6 <b>harvested</b> 104:14 <b>harvesting</b> 100:8 <b>haunt</b> 84:15 <b>hb</b> 160:11 <b>he'll</b> 129:10,14,17 <b>head</b> 18:21 19:10 19:17 40:5 <b>headed</b> 38:9 <b>healing</b> 30:6 31:12 <b>health</b> 3:9,10 4:7,8 4:9 5:4 7:6,9,10 8:17 9:1,9 10:2,9 10:15 11:1,3,8,12 11:15,17 12:3,6 12:11 13:6 14:8 19:1 21:2,13 23:17 28:4,7,9,19 48:6 74:20 <b>healthy</b> 4:17 5:13 5:14 15:11,12,15 16:9 18:14 19:11 39:1 40:5 <b>hear</b> 17:15 39:20 46:3 86:11 118:11 160:6 167:9,20 172:6 178:7 <b>heard</b> 10:19 52:11 74:19 102:7 103:4 135:15 156:11 164:9 168:1 <b>hearing</b> 2:12,18 3:5 62:18 65:2,15 96:1 136:14 137:20 140:8</p>	<p>149:12 150:17 153:8 155:8 159:8 159:11 160:11,14 161:2 164:14 165:2 167:2,10,20 168:4 <b>hearings</b> 173:19 <b>heart</b> 14:4 <b>heikes</b> 98:2,2 127:2,5 128:17 129:7 130:1,14,18 130:21 131:3 132:6 <b>heikeses</b> 107:14 <b>held</b> 30:17 171:4 <b>help</b> 5:12 15:7 19:12,13 20:7,16 21:3 23:14 24:1 28:5 30:3 33:20 36:3,10 38:6 39:4 46:6 48:5 49:9 66:1 73:8 88:17 123:18,21 154:8 <b>helped</b> 54:3 <b>helpful</b> 40:13 91:6 <b>helping</b> 66:15 <b>helps</b> 33:10 <b>herbicide</b> 131:6 <b>herbicides</b> 131:12 <b>hey</b> 120:20 <b>hiccups</b> 71:9 <b>high</b> 8:1 13:16 14:3 19:4 45:9 54:6 91:12 120:11 120:11 133:10 145:12 <b>higher</b> 5:2 6:2 16:17 61:14 81:14 82:13 <b>highest</b> 18:5 <b>highlighted</b> 141:21 <b>highlighting</b> 148:4</p>	<p><b>highway</b> 132:13 <b>hinder</b> 125:8 <b>hire</b> 112:1 <b>hispanic</b> 6:1 <b>history</b> 77:6 116:2 <b>hogan</b> 78:2 <b>holding</b> 50:4 122:20 <b>hollis</b> 53:9 58:15 60:9,19 62:8 63:4 63:7 91:18 96:15 136:18,20 137:11 138:10 139:2,11 139:18 140:19 150:3 151:6,19,20 152:11 153:18 154:13 155:18 157:12 161:3,5 162:8 169:3,6,7 172:11,18 173:8 173:11 174:12,19 175:6,14 176:6 177:2,4,20 178:10 178:16 <b>home</b> 15:17 18:9 18:19 19:3 24:6 39:14 83:19 84:7 84:9 90:11 95:15 95:19 <b>homeless</b> 6:14 79:16,16 <b>homeowner</b> 111:13 <b>homes</b> 10:18 24:9 25:2 86:15 93:20 149:2 <b>honestly</b> 85:4 <b>honor</b> 55:12 <b>honored</b> 51:15 <b>hope</b> 18:7 31:2 32:3 67:6 141:13 162:16 172:21 <b>hopefully</b> 87:12 89:10 101:14</p>	<p>110:2 134:13 141:14 144:15 <b>hoping</b> 28:16 <b>hopkins</b> 28:9 <b>hormonal</b> 13:20 <b>hosted</b> 170:5 <b>hosting</b> 170:10 <b>hot</b> 100:10 <b>houlihan</b> 1:21 180:2,16 <b>hour</b> 31:3 42:9 89:14 174:18 175:11 <b>hours</b> 89:12 136:1 <b>house</b> 11:9 54:4 92:16 153:19 154:5 155:5,18 157:1,14 164:19 167:1 <b>household</b> 6:10 83:15 <b>households</b> 84:5 <b>houses</b> 54:2 <b>housing</b> 6:12 <b>howard</b> 97:21 108:12 <b>huge</b> 27:18 46:10 52:15 53:2 70:19 74:8 <b>hundred</b> 46:7,13 47:20 50:16 52:9 125:5 <b>hunting</b> 157:17,19 158:10,20,21 159:1 <b>hutchison</b> 100:17 <b>hutchisons</b> 107:14</p>
<b>i</b>			
<p><b>idea</b> 52:5,5 53:8 53:15 69:15,15 95:4 154:19 <b>ideally</b> 41:6 <b>ideas</b> 97:4</p>			

<b>identification</b> 21:6 <b>identified</b> 7:8,16 22:19 39:17 141:6 152:17 <b>identify</b> 19:3 22:8 26:13 29:9 35:21 117:12 132:2 <b>iii</b> 97:19 <b>imagine</b> 15:14 <b>immediately</b> 61:4 124:11 171:7 <b>immigration</b> 83:10 <b>imminently</b> 159:8 <b>immune</b> 13:19 <b>impact</b> 11:1,5 12:18 30:13 32:10 46:2 52:15 53:2 <b>implementation</b> 102:6 109:14 121:6 <b>implementing</b> 107:17 109:15 112:13 <b>importance</b> 80:14 <b>important</b> 21:8 29:20 36:6 42:3 46:14 77:1,10 86:12 88:3,4,11 107:13 114:9 115:5 128:15 <b>importantly</b> 30:14 <b>imported</b> 126:13 <b>impressed</b> 50:2 <b>improvement</b> 108:19 <b>improvements</b> 142:9 <b>inaudible</b> 86:8 100:17 108:4 143:18 159:5 164:7,19,19 173:4 <b>incarcerated</b> 9:13 13:7 42:8	<b>incarceration</b> 14:9 <b>inch</b> 142:2,3 146:8 <b>inches</b> 119:14 <b>inclined</b> 119:15 <b>included</b> 26:14 61:11 132:4 147:8 <b>including</b> 11:1 176:15 <b>income</b> 6:12 83:15 84:2 <b>incorporated</b> 141:4 148:8 <b>increase</b> 7:14 10:10 17:3 19:18 61:10 87:18 <b>increased</b> 13:14 20:6 <b>increasing</b> 14:19 20:1 <b>incredible</b> 44:8 <b>independent</b> 111:15 112:4 <b>index</b> 118:18 123:8 124:21 <b>indicated</b> 69:13 172:14 <b>indicator</b> 5:11 <b>individual</b> 35:8 <b>individually</b> 166:3 166:6,18 <b>individuals</b> 30:15 33:20 <b>industry</b> 121:18 <b>infant</b> 21:10,21 22:5,9,11 23:7,12 23:21 24:14 <b>infants</b> 19:4 22:2 24:15 <b>inflow</b> 143:16 <b>influence</b> 145:4 <b>information</b> 33:15 33:16 34:10 50:6 50:20 51:17 60:14	60:17 64:9 77:16 84:17 95:8,10 <b>informative</b> 32:2 <b>infrastructure</b> 142:18 143:1 <b>initial</b> 12:8 40:16 47:19 <b>initially</b> 109:12 122:4 <b>initiative</b> 4:11,15 15:9 156:16 <b>initiatives</b> 34:1 <b>input</b> 50:13 51:1 128:5 168:10 <b>inside</b> 41:20 144:10 <b>insight</b> 86:9 <b>inspection</b> 141:6 <b>install</b> 64:17 102:1 104:9 <b>installed</b> 101:16 103:21 143:20 <b>installing</b> 64:18 <b>instantaneously</b> 60:5 <b>instituted</b> 41:19 <b>institution</b> 42:2 <b>insurance</b> 5:17,19 152:14 <b>integrity</b> 144:11 <b>intense</b> 18:19 <b>interact</b> 109:9 <b>interactions</b> 16:9 <b>interest</b> 99:13,19 132:3 <b>interested</b> 5:15 25:9 51:5,19 52:1 92:8 97:1 180:12 <b>interesting</b> 76:18 83:16 <b>interfaith</b> 16:21 <b>interfere</b> 7:1 21:7 <b>intergenerational</b> 47:13,16 52:12	<b>internet</b> 79:2 <b>interrogated</b> 180:4 <b>intervals</b> 40:20 <b>intervention</b> 8:12 <b>introduce</b> 76:4,8 100:19 110:4 135:19,20 136:10 <b>introduced</b> 136:12 157:15 159:17,20 <b>introduction</b> 76:17 135:2,16 136:8 <b>invitation</b> 31:17 31:19 79:10 <b>invitations</b> 50:9 134:6 <b>invite</b> 88:20 <b>invited</b> 30:21 <b>involved</b> 14:7 78:6 110:15 142:18 <b>iphone</b> 90:12 <b>iron</b> 142:2 146:10 <b>irrigation</b> 116:3,4 <b>isolation</b> 24:17 <b>issue</b> 85:1,7,13 114:1 <b>issues</b> 83:17 84:4 84:10 88:3,5 127:21 131:3 132:19 156:7 <b>item</b> 3:8 75:14 138:19 <b>items</b> 138:11 146:3,5,6
<b>j</b>			
<b>jail</b> 80:21 <b>james</b> 31:6 <b>january</b> 2:15 <b>jess</b> 54:14 <b>jessica</b> 44:7 92:9 <b>jillian</b> 75:15 76:9 <b>jive</b> 130:9			

<b>job</b> 44:8 80:18 163:2	44:21 45:1 54:4 57:15 62:14 75:5 77:5,16 78:5,12 79:6,9 81:17,19 83:4 88:15 91:11 95:20 98:15 99:18 100:3 102:14 103:8 109:7 112:21 113:3 119:21 122:17 130:11 134:13 144:20 146:19 159:4	<b>knowing</b> 81:19 <b>knowledge</b> 109:10 <b>known</b> 28:1 <b>knows</b> 55:6 91:10 154:16 176:14 <b>krebeck</b> 161:7 <b>krieger</b> 28:1 29:3 29:12,17 <b>kupersmith</b> 154:12 166:12,19 177:7	<b>leaders</b> 80:6 87:18 88:12 <b>leading</b> 13:15 <b>learn</b> 66:9 <b>learning</b> 7:2 21:7 24:14 27:17 33:6 46:5 99:18 <b>lease</b> 117:17 <b>leave</b> 125:19 166:12,14 <b>leaving</b> 33:5 122:14 <b>led</b> 103:12 <b>left</b> 127:2 132:15 132:15 137:6 147:17 <b>legal</b> 171:8 <b>legislation</b> 136:8 154:7,13 157:16 159:12 171:19 177:10 <b>legislative</b> 171:4 177:18,19,21 178:3,9 <b>legislature</b> 132:1,8 153:20 <b>lesher</b> 1:16 32:4 39:7,13,17 63:21 64:6 70:2,3 71:2 71:16 72:6,7 92:11,19 93:2,7 93:11 94:1,8,17 95:7 99:21 136:12 137:14,16 138:7,8 140:5,6,16,17 142:17,21 143:15 144:18 145:10 147:18 148:1 149:21 150:1,12 150:13 151:4,5 152:9,10 153:3,4 153:6,16,17 155:16,17 157:10 157:11 158:13
<b>jobs</b> 89:7,21 90:3			
<b>john</b> 97:18 98:6,6 98:12 100:15 101:11 106:10,18 108:12			
<b>john's</b> 117:14			
<b>johns</b> 28:9			
<b>join</b> 71:3			
<b>joining</b> 76:2 97:10			
<b>july</b> 10:4 129:10			
<b>june</b> 45:3 53:21 54:7,12 61:6 65:4 65:10,14 67:20 68:12 73:4	<b>kindergarten</b> 5:20 6:11,21 7:15,19 8:13		
<b>jurisdictions</b> 78:6 78:14	<b>kinds</b> 29:20 48:8 96:9		
<b>justify</b> 114:7	<b>kinko</b> 69:4		
<b>k</b>	<b>knew</b> 4:4 46:21		
<b>k</b> 8:13 20:19,21 25:12 40:16 54:21	<b>knock</b> 88:2 90:5 90:17		
<b>kaiser</b> 13:12	<b>knocking</b> 79:6		
<b>keep</b> 94:7 101:11 126:20 130:6 131:1 145:7 172:21	<b>know</b> 5:1 8:3,20 9:8,10 10:19 12:3 14:6 22:7 26:1,7 27:3 29:20 33:5 39:1 42:19 44:12 45:7 47:1,4 51:8 52:20 53:6 54:15 54:18 55:6 56:10 56:15 62:3,4 64:18 68:20 73:3 76:9 77:1 78:19 83:20 87:13 89:5 89:15 90:7 91:16 92:13 96:15 108:6 118:6 126:6,11 130:9 131:9 134:5 134:6 159:9 160:11 162:20 164:15 165:19 176:12 177:4,5 178:15		
<b>keeping</b> 108:18			
<b>keeps</b> 15:11			
<b>kelly</b> 3:11 7:2 20:20 21:18 26:3 40:3 75:2			
<b>kennedy</b> 28:1 29:3 29:12,16			
<b>kent</b> 103:15 109:7			
<b>kept</b> 169:14			
<b>key</b> 141:16 145:2			
<b>keynote</b> 31:4			
<b>kick</b> 45:7 98:13,14			
<b>kids</b> 26:19 29:19 39:1 45:8 46:4,17 53:2 74:10 95:15			
<b>kind</b> 33:9 35:4,20 38:14,15 40:14			
		<b>laboratories</b> 111:15	
		<b>labs</b> 112:4,4	
		<b>lack</b> 104:1 132:12	
		<b>ladies</b> 136:16	
		<b>laid</b> 34:2	
		<b>land</b> 102:3,15,21 110:1,17 113:7 114:8 117:4 125:20 158:20	
		<b>landings</b> 171:17	
		<b>lane</b> 3:2 138:14 139:3 152:17	
		<b>language</b> 22:14,16	
		<b>large</b> 94:8 103:16 121:13 147:16	
		<b>larger</b> 82:2,3 129:12	
		<b>late</b> 54:5,5	
		<b>lateral</b> 141:20 142:8 144:1,7 147:7	
		<b>laterals</b> 141:6 142:5 143:8 144:12 146:13,16 146:19	
		<b>laura</b> 1:17 39:6 69:20 159:9	
		<b>law</b> 164:18 180:4	
		<b>lawn</b> 137:10	
		<b>lead</b> 30:6	

159:7 160:6 161:10,11 162:6,7 162:13 164:4,5,8 164:12,21 165:10 165:11 166:8,10 167:11,15 168:7,9 169:1,2 170:2,3 179:8,9 <b>letter</b> 155:3 160:4 166:4 168:6,7 <b>letters</b> 153:21 <b>letting</b> 89:5 <b>level</b> 91:12 94:4,5 94:5 119:2,12 127:14 <b>liaisons</b> 88:16 <b>library</b> 50:5 <b>license</b> 155:20 <b>licensed</b> 112:10 <b>licensure</b> 135:7 <b>life</b> 11:5 14:5 33:5 40:20 80:19 <b>lifelong</b> 30:14 <b>lifetime</b> 14:3 <b>likes</b> 130:3,5 <b>limit</b> 122:18 125:13 175:8 <b>limited</b> 52:21 79:2 89:13 94:11 <b>limiting</b> 125:3 <b>linda</b> 3:12 9:14 11:7 12:16 16:3 30:8 <b>line</b> 59:15 144:9 144:12 145:5 146:8 147:5 <b>lines</b> 93:13,18 143:8 145:2,4 146:17 147:4 <b>linked</b> 28:20 <b>liquor</b> 156:11 <b>list</b> 28:2 37:21 59:14 131:13 132:4	<b>listed</b> 171:9 <b>listen</b> 50:11 <b>lists</b> 60:1 <b>literally</b> 148:21 <b>litter</b> 121:19 122:2 123:18 125:15,16 126:8 <b>litter's</b> 126:2 <b>little</b> 4:14 5:5 7:3 9:14 16:4 20:5 32:18 46:3 47:2 48:10,15 54:19 70:16 71:11 73:7 74:21 77:5 78:16 80:9 86:10 89:2 89:16 95:3 101:17 108:7 109:7 114:1 120:10 123:5 124:9 127:17 153:5 156:17 159:5 <b>live</b> 6:10,12 52:20 88:1 <b>lived</b> 55:1 <b>lives</b> 11:2 74:10 86:7 <b>livestock</b> 111:2 113:1 114:10,13 121:13 <b>living</b> 6:2,5 79:1 84:12 86:19 88:5 <b>load</b> 130:4,6 <b>loaded</b> 60:6 <b>loading</b> 66:3 <b>loan</b> 48:20 143:14 148:6,9 <b>lobbyist</b> 132:17 <b>local</b> 18:15 78:6 78:13 81:9 90:9 93:7 127:16 132:19,20 154:3 157:15 <b>locally</b> 127:13 131:4	<b>location</b> 56:6 <b>locations</b> 128:20 <b>locking</b> 71:5 <b>locks</b> 64:17,20 <b>logo</b> 56:7 <b>long</b> 11:5 23:2 28:18 31:3 48:16 100:10 132:16 139:17 166:5 168:11 169:14 <b>longer</b> 72:21 118:8 <b>look</b> 10:1 35:4,9 36:11,16,21 38:5 41:9 57:11 64:9 67:18 80:2 81:9 85:21 119:6 122:17 123:16 160:11,14 170:16 173:1 175:6 <b>looked</b> 37:10 47:20 59:7 111:8 132:18 <b>looking</b> 4:18 19:9 21:13 28:3 32:20 33:14,18 34:19 35:11 48:18 53:21 57:13 85:1 89:9 92:2 94:12,19 113:19 116:5,15 118:12 119:8,9,11 119:17 128:5,12 133:15 160:20 <b>looks</b> 56:5 88:15 117:5 <b>lord</b> 154:16 <b>loss</b> 128:3 152:13 <b>lost</b> 44:14 53:11 53:12 <b>lot</b> 5:2 8:3 14:20 19:14 26:10 29:18 32:14,21 33:7 38:2 39:2 40:8 52:20 53:2 59:10	59:21 62:1 78:21 91:2,8 95:10 96:11 105:17 106:6 109:18 117:4,11 118:4 121:9 123:1 126:12 132:14 139:16 141:18,20 142:5 143:19,21 146:12 147:6 148:7 173:18 <b>lots</b> 77:16 89:7,7 <b>louder</b> 153:5 <b>love</b> 80:2 99:20 135:17 <b>loved</b> 55:9 <b>low</b> 6:12 81:9 82:17,19 83:6,8 83:12 87:15 88:9 120:9 139:21 <b>lower</b> 86:4 121:16 126:14 <b>lowest</b> 138:17 139:11 <b>lung</b> 14:4
<b>m</b>			
<b>ma'am</b> 47:7 <b>madam</b> 71:19 135:4 136:8 137:20 140:8 149:13 150:17 152:2 153:8 155:8 157:2 161:19 163:18 168:2,14 178:21 <b>mail</b> 79:10 166:17 <b>main</b> 145:7 147:5 <b>maintain</b> 42:12 <b>major</b> 85:15 133:9 <b>majority</b> 64:8 121:13 177:19 <b>makers</b> 104:3 <b>making</b> 29:15,21 64:4 74:10,13			

78:6 86:13 92:20 159:4 <b>maltreatment</b> 18:11 <b>manage</b> 102:13 117:16 122:9 <b>management</b> 18:15 98:1 99:7 102:2 109:1,12 110:7,10,13 111:3 112:7,8,17 114:5 114:9,14 115:16 115:19 116:7,19 118:16,20,21 119:18 120:12 123:6 124:2 125:2 <b>manager</b> 58:19 65:16 69:12 72:10 97:17 100:20 101:2,8 136:19 <b>managing</b> 115:12 <b>manipulate</b> 121:21 <b>manner</b> 180:7 <b>manure</b> 111:5 113:1 114:16 115:14 116:13,14 <b>map</b> 38:18 81:6,16 85:2 <b>mapper</b> 81:8 <b>maps</b> 117:12 <b>march</b> 45:7 50:4 79:9 133:17 136:14 168:2,4,5 170:12 171:5,11 172:4,6,13 174:2 174:3,13 175:7 176:17 180:13 <b>maritime</b> 55:5 <b>marker</b> 25:20 26:8,11 <b>markers</b> 37:6 <b>marsh</b> 26:16	<b>martin</b> 75:19 92:2 95:21 <b>mary's</b> 159:3 <b>maryland</b> 1:1,10 78:9 89:19 98:20 101:7 108:15 112:10 121:17 127:9,10 128:1,7 141:1 171:19 180:1,2 <b>maryland's</b> 131:13 <b>match</b> 11:20 12:1 <b>material</b> 145:21 <b>matter</b> 7:7 20:12 27:9 66:8 151:18 161:3 165:8 180:7 <b>matters</b> 158:10 171:9 <b>mautz</b> 157:15 158:8 <b>maximum</b> 110:13 <b>md</b> 180:13 <b>mda</b> 101:2,4 131:16,18 <b>meal</b> 17:20 59:17 <b>meals</b> 6:13 <b>mean</b> 24:4 34:7 51:3 52:8 73:12 73:13 75:3 86:18 87:2 124:4 126:1 128:18,20 130:14 142:5 148:15 159:11 175:11 <b>means</b> 180:7 <b>measure</b> 34:17 123:7 <b>measured</b> 123:7 <b>measures</b> 101:15 <b>meet</b> 21:3 24:16 77:13 102:5 112:5 112:11 115:10 124:13	<b>meeting</b> 1:4 2:15 30:2 35:17 49:12 49:15 50:19 58:7 58:9 105:14 127:17 133:18 134:4 165:13 167:2 168:1 171:4 171:10,12,18,21 172:2,9,13,15 173:2 174:3,14 175:7,12,13 176:8 176:19,21 177:8 177:14 179:10 <b>meetings</b> 18:6 156:14 <b>member</b> 13:5,7 57:9 66:8 98:3 127:9,10 155:20 161:7 <b>members</b> 1:13 65:12 78:4 92:11 156:8,18 <b>men</b> 33:7 <b>mental</b> 5:4 7:6,9,9 8:17 9:1,8 10:2,9 10:14 11:3,8,12 11:15,17 13:6 14:8 <b>mentality</b> 122:13 <b>mention</b> 26:3 40:3 <b>mentioned</b> 4:10 12:16,19 19:17 21:8 <b>mentor</b> 55:10 <b>merchandise</b> 68:19 <b>message</b> 39:13 80:12 95:18 <b>messaging</b> 82:9 <b>met</b> 95:14 154:3 <b>metes</b> 138:13 139:1,6 <b>method</b> 120:6	<b>michael's</b> 26:15 43:11 45:8 46:7 46:13,19 49:11,18 50:1,5 52:7,13 54:6 55:8,14 59:6 61:1,5 86:17 140:20 141:18 142:7,10 143:6 148:16 149:13 169:17 <b>mid</b> 13:11 14:12 54:5 <b>middle</b> 14:16 100:8 <b>mild</b> 6:21 <b>mileage</b> 38:12 <b>miller</b> 29:13 76:6 76:6,7 <b>million</b> 45:17 104:5 141:8 143:10,12,14 145:16,17 148:6 <b>mind</b> 2:4 34:17 53:11,12 121:12 <b>minimize</b> 145:14 <b>minimum</b> 110:17 112:5 <b>minor</b> 123:20 <b>minus</b> 86:20 <b>minute</b> 58:17 <b>minutes</b> 2:14,16 2:17 89:4 178:7 <b>missed</b> 124:15 <b>missing</b> 57:9 87:10 90:21 <b>misunderstood</b> 68:6 139:18 <b>mitigate</b> 15:7 <b>mitigating</b> 120:1 <b>mitigation</b> 33:20 <b>mixed</b> 95:5 <b>mobile</b> 141:3 148:8
--	---	--	--



<b>model</b> 53:17 105:1 109:20	167:12 174:2 175:10	103:20 110:5,11 112:6 113:8 115:9 115:12 116:1,10 122:8 123:14 124:5,19 125:16 134:21 138:18 152:16 154:16 164:18 174:20 176:11 177:10 178:8	<b>nitrogen</b> 104:21 116:10 121:21 122:4 123:19
<b>moderate</b> 6:21	<b>moved</b> 137:14		<b>non</b> 86:4 119:21
<b>moment</b> 45:10 173:9 176:13	149:7,8 150:12,13 151:14,15 153:1 156:2		<b>nonprofits</b> 91:14
<b>moms</b> 5:9			<b>north</b> 126:10
<b>monday</b> 171:11	<b>moves</b> 2:12,18 3:5		<b>notary</b> 180:2,17
<b>money</b> 20:12 27:9 104:3 139:16 147:9,10 149:5	<b>moving</b> 71:13		<b>notes</b> 101:12 180:6
<b>monies</b> 148:12	<b>mowing</b> 132:12,14		<b>notice</b> 126:6,7
<b>montgomery</b> 139:21	<b>multidisciplinary</b> 27:20	<b>needed</b> 39:10 46:2 55:15,16 60:9 138:13	<b>noticed</b> 85:11
<b>month</b> 64:16 72:20 101:1 174:2	<b>multiple</b> 112:14 118:1	<b>needs</b> 9:21 10:1 11:13 12:1 21:4 24:19 43:4 46:4 56:8 65:18 77:13 113:16 115:8 123:19,20,20,21 178:17	<b>notorial</b> 180:13
<b>months</b> 5:11 20:15 28:2 59:3 68:16 76:15 86:19,20 87:6 90:1	<b>municipalities</b> 85:18,20		<b>noxious</b> 131:5,14 131:18 132:2
<b>moran</b> 174:8	<b>museum</b> 55:5		<b>number</b> 5:15 6:20 7:13 8:14 16:15 60:12 61:10 99:11 106:9
<b>morris</b> 173:21 178:4	<b>n</b>		<b>numbers</b> 16:17 23:11 36:7 99:4 117:14,14,20
<b>mother</b> 42:3	<b>nailed</b> 177:17	<b>neglect</b> 13:4	<b>nurturing</b> 16:7,11 17:9 18:2
<b>motion</b> 65:20 70:1 70:3 71:13,16 72:8 137:9,13 139:20 140:2,3,7 149:6,11 150:11 151:21 152:21 155:6 156:21 157:21 158:1,2 160:8,21 161:8 162:12 163:13 164:11 165:3,8,16 167:7,8,15 168:6 168:12 172:8	<b>name</b> 55:18,19 57:19 60:2 75:21 106:18	<b>neglectful</b> 16:12	<b>nutrient</b> 99:7 109:1,12 110:9,13 111:3,3,4 112:7,8 112:16 114:4,9 115:6,9,16 116:7 116:18 118:21 120:12 123:6 124:2
<b>motivate</b> 87:19	<b>named</b> 180:3	<b>neighbor</b> 87:20,20 116:4,14	<b>nutrients</b> 115:11 122:21 124:5
<b>moton</b> 26:16	<b>naming</b> 54:20 56:1	<b>neighborhood</b> 162:11,19 163:1 163:14	<b>nutrition</b> 98:1
<b>motor</b> 22:12,13	<b>narrative</b> 36:6,7 77:2	<b>neighboring</b> 158:17 159:5	<b>o</b>
<b>move</b> 45:1 57:10 64:8 70:2,20 75:13 134:12 155:2 161:4,10 162:13 165:11,11	<b>nationwide</b> 128:17	<b>network</b> 38:21	<b>o'clock</b> 30:19,20 133:20
	<b>natural</b> 99:5	<b>never</b> 46:21 130:1	<b>oak</b> 171:13
	<b>nature</b> 159:7	<b>new</b> 4:20 27:11 59:6 66:16 71:12 76:2,3 93:18,20 94:21 100:20 113:20 148:17 173:1 175:7	<b>oath</b> 80:19
	<b>neal</b> 163:5,11	<b>news</b> 14:21 15:3,4	<b>objection</b> 165:15
	<b>near</b> 17:8	<b>nicer</b> 99:16	<b>observed</b> 7:14
	<b>necessary</b> 66:20	<b>night</b> 75:10 133:17,18 170:5	<b>obstetrician</b> 19:8
	<b>neck</b> 131:11	<b>nine</b> 6:9 80:17 113:6 145:15	<b>obtain</b> 109:1
	<b>need</b> 5:17 8:8 12:9 19:12,20 20:10,18 26:1 27:9,18 35:2 35:20 36:4 42:15 45:5 56:4 57:4 58:21 61:19 62:9 62:20 69:17 70:12 70:15,20 71:15 73:2,17 80:8,12 84:6 91:9 98:12		

<b>obviously</b> 106:7 157:18	176:16 177:3	<b>opposing</b> 132:9	<b>oysters</b> 178:18
<b>occasionally</b> 129:16	<b>old</b> 113:11	<b>option</b> 79:4,4 105:4	<b>p</b>
<b>occupational</b> 22:15 24:8	<b>older</b> 47:18 142:21	<b>options</b> 94:11	<b>p&amp;p</b> 33:6
<b>occur</b> 9:9	<b>olds</b> 21:17 29:6	<b>orangeburg</b> 146:20	<b>p.m.</b> 1:7 133:21 136:15 171:5,7,15 171:17 172:4,6 179:10
<b>occurring</b> 27:16 41:8 60:15	<b>once</b> 3:15 15:17 44:14 68:18 109:11 110:7,17 118:5 119:2 144:14	<b>order</b> 67:8 68:18 72:18 78:2,8 138:14 139:5 140:20 141:3 146:2 152:16	<b>p3</b> 29:6,13
<b>ocean</b> 128:7 131:16	<b>onerous</b> 120:20	<b>organization</b> 26:9 55:16 127:19,20	<b>pack</b> 1:14 2:3,8 3:18,21 4:5 6:7 8:17,20 9:7 11:7 12:2,12,15 29:1 31:10 33:2 34:7 34:15 35:3,13,19 36:11,15,18,21 37:9,16 38:8 39:5 40:15 41:3,11,13 41:18 42:7,14 43:5,9,21 47:9 50:8,15 51:11,14 51:20 52:4 53:5 53:12,19 54:14,18 56:20 57:8,21 58:4,9,13 59:1 60:16,20 62:7 63:4,9,18,20 64:12 67:1,5 68:6 68:11,17 69:4,10 69:12 70:3,5,17 71:3,21 72:1,8,17 73:10,20 74:6,14 75:8 76:3,7,16 82:10,12,15,19,21 83:6 84:18 85:17 86:17 87:7 91:2 95:21 96:6,14 97:2,6,9,13 98:11 100:1,4,6,10,14 101:9 106:15 108:11 110:7 111:9,11,17 112:15 115:13 117:1,6,10 118:11 126:17 127:1
<b>offer</b> 79:3 95:11 95:19 104:18	<b>ones</b> 20:4 94:9 108:1 129:12 154:21	<b>organize</b> 92:9 99:20	
<b>offered</b> 48:20	<b>ongoing</b> 16:20 141:11,12 150:5,7	<b>organizer</b> 91:10	
<b>offering</b> 16:14 17:8 89:7	<b>online</b> 78:19 89:18 95:20	<b>original</b> 56:7 145:21	
<b>offers</b> 16:7	<b>open</b> 22:3 45:2,15 53:21 54:2,4 65:3 66:2,4 171:6 176:4	<b>originally</b> 137:6	
<b>office</b> 12:7 24:13 92:3 93:12 101:5 102:13,18,20 108:14 166:6	<b>opening</b> 2:5 54:8 68:12	<b>ourself</b> 46:5	
<b>officer</b> 3:2,11 4:9 74:20	<b>openings</b> 88:21	<b>outcome</b> 180:12	
<b>official</b> 54:10	<b>opens</b> 61:7 73:5	<b>outcomes</b> 11:1,2 30:14	
<b>officially</b> 45:2	<b>operation</b> 89:9 90:15 108:21 109:2,10 113:15 114:11 115:1	<b>outlined</b> 78:8 146:3	
<b>offline</b> 56:18	<b>operations</b> 79:13 79:17 89:13 90:16 121:14	<b>outreach</b> 21:12 81:6	
<b>offsetting</b> 104:7	<b>operator</b> 117:18 130:3	<b>outside</b> 35:4 111:12	
<b>oh</b> 117:3 139:15 169:9	<b>operators</b> 115:4	<b>overflow</b> 145:11	
<b>okay</b> 3:18 9:7 12:15 34:15,15 38:15 40:7 47:8 52:4 57:21 59:1 68:6 70:17 72:8 73:20 82:21 83:7 87:10 95:21 97:13 98:12 111:18 130:18 132:5 135:1,1,14 139:15 139:19 155:5 161:19 166:21 167:5 169:9	<b>opinion</b> 63:11 64:5	<b>overflows</b> 145:12 145:15	
	<b>opportunities</b> 18:17 32:14	<b>overly</b> 94:8	
	<b>opportunity</b> 21:1 66:17 70:20 78:13 106:13 168:10 174:20 176:7	<b>oversee</b> 38:14	
		<b>overseen</b> 112:12	
		<b>oversight</b> 39:4 133:9,13	
		<b>owners</b> 102:3,15 102:21 147:3	
		<b>owns</b> 130:7	
		<b>oxford</b> 84:21 85:18 86:3,3	

128:16 129:3,20 130:13,17,19 131:2 132:5 133:4 133:7,19,21 134:12,15 135:1 135:14,19 136:6 137:9,12,15,18 138:1,2,9,21 139:10,15,19 140:3,6,10,11,18 145:20 147:9 148:15,20 149:8 149:10,15,16 150:11,13,15,19 150:20 151:15,17 151:21 152:3,4,21 153:2,4,10,11 154:15,17,21 155:5,10,11 156:3 156:5,21 157:4,5 157:20 158:2,5,16 159:6,9,15,19 160:1,8,13,20 161:8,11,14,19,21 162:1,12,15,18 163:19,20 164:8 164:15 165:3,6,14 166:8 167:5,8,15 168:4,8,11,16,17 169:6,9,12,21 170:4 171:1 172:17 173:6,10 173:14,20 175:5 175:16 176:16 177:3 178:3,12,19 179:2,3 <b>pack's</b> 162:9 <b>package</b> 145:21 146:4 <b>packet</b> 57:1 67:14 <b>packets</b> 101:13 <b>pages</b> 117:2 <b>pain</b> 131:11	<b>palmer</b> 131:8 <b>paper</b> 32:13 79:4 <b>paragraph</b> 77:1 <b>parameters</b> 114:4 116:18 120:4 <b>parcels</b> 117:21 <b>parent</b> 6:10 18:2 23:4 42:8 <b>parenting</b> 15:18 16:4,7,11 17:9 41:13 <b>parents</b> 9:12 10:5 13:9 16:10,17,19 17:5,20 18:5,8 19:21 20:3 22:21 23:4 24:15 41:20 84:9 <b>parks</b> 137:2 <b>parole</b> 17:15 <b>part</b> 19:20 60:5 61:17 62:9,10 88:8 94:20 95:4 105:7 106:19 114:10 119:10,11 133:14 146:7 147:11 156:6 <b>partial</b> 117:13 <b>partially</b> 114:16 <b>participate</b> 59:15 59:16 106:7 <b>participating</b> 26:13 105:18 170:13 <b>participation</b> 76:10 <b>particular</b> 4:7 76:12 158:8 167:21 <b>parties</b> 180:11,11 <b>partner</b> 38:13 <b>partnered</b> 29:2 30:7 37:19 <b>partnering</b> 30:11 45:21	<b>partners</b> 9:3 30:1 35:10 36:2 38:3,4 <b>partnership</b> 4:11 26:21 29:12 46:10 75:16 101:21 <b>party</b> 24:14 88:20 111:17 <b>pass</b> 65:9 67:17,19 68:5 95:13 <b>passed</b> 55:4,9 103:15 121:4 123:4 124:11 156:8 <b>passes</b> 72:8 <b>pat</b> 22:21 103:10 <b>patients</b> 9:10 <b>patti</b> 134:19 <b>pay</b> 88:13 89:14 130:4 <b>payers</b> 147:20 148:1 <b>paying</b> 87:7 152:14 <b>payment</b> 104:18 <b>peak</b> 145:16 <b>pediatric</b> 28:8 <b>pediatricians</b> 22:10 <b>pending</b> 153:19 171:19 <b>people</b> 19:3,5 24:17 46:12 47:15 47:20 51:4 55:17 56:15 62:2 66:19 78:19 79:7,9 80:14 82:4 83:9 83:17 86:19 87:13 88:7,13 89:5,10 89:18 90:4,6 91:11 92:6 94:6 95:4 96:19 106:6 126:2 <b>percent</b> 5:20 6:3,9 6:11,12 10:5,8,13	14:5,13,13,18 44:18 48:1 81:14 82:13,16 83:7 84:20 85:15,21 104:8 111:7 143:11 144:15,16 <b>percentage</b> 10:11 82:2,3 104:14 <b>period</b> 19:16 66:10 <b>perkins</b> 54:21 55:19,20 <b>permanente</b> 13:12 <b>person</b> 29:15 31:6 33:12 119:6 158:19 <b>person's</b> 40:20 <b>personal</b> 31:17 <b>personally</b> 57:8,12 57:14 62:4,15 180:3 <b>personnel</b> 171:9 <b>perspective</b> 115:6 121:8,16 122:2,7 123:5,7 <b>persuasion</b> 64:13 <b>pesticide</b> 99:6 <b>pet</b> 135:9 <b>pete</b> 1:16 39:6 55:6 69:20 <b>phase</b> 140:20 <b>phased</b> 121:4 <b>phd</b> 126:18 <b>philadelphia</b> 75:17 <b>philanthropist</b> 55:2 <b>phone</b> 165:21 <b>phosphorus</b> 104:21 113:18 114:1 115:21 116:10 118:16,18 118:19 119:2,4 120:5,14,21
---	--	---	--

<p>121:11,21 122:6 122:14,15 123:5 123:15 124:1,12 124:20 <b>physical</b> 13:3,4 22:16 <b>physically</b> 112:2 <b>physicians</b> 25:4 <b>pick</b> 51:21 <b>picked</b> 118:8 <b>pickleball</b> 51:6,7 <b>picture</b> 4:14 32:18 56:21 62:11 70:13 121:12 <b>piece</b> 8:21 55:18 <b>piecemeal</b> 62:1 <b>pieces</b> 45:5 <b>pig</b> 131:8,9 <b>pigs</b> 114:12 <b>pilates</b> 51:5 <b>pinpoint</b> 33:10,19 <b>pipe</b> 141:4,16 142:2,3,4 143:15 143:19,21 144:7,9 144:10,19 146:10 146:20 148:9 <b>pipes</b> 144:3 <b>piping</b> 141:18 <b>place</b> 35:1 43:18 46:6 56:2 59:5 63:16 68:18 72:21 75:3 85:5 92:7 94:15 110:8 125:1 141:18 162:9 180:4 <b>places</b> 128:21 132:12 <b>plan</b> 27:16 39:20 47:15 100:13 102:6 109:1,15 110:7,10,13,19 112:7,17 114:13 115:16,17 116:7 116:19 117:8,15</p>	<p>119:6 120:13 124:3 <b>plane</b> 130:4,5 <b>planner</b> 75:19 101:5 <b>planners</b> 102:11 <b>planning</b> 45:2 48:12 77:13 91:19 92:3 93:12 96:2 <b>plans</b> 8:12 33:11 104:20 112:9 117:1 <b>plant</b> 106:7 113:5 145:13,18 <b>planting</b> 100:8 105:9,12 <b>play</b> 45:11 118:15 120:2 124:20 <b>played</b> 46:18,18 <b>please</b> 3:21,21 50:8 71:19 130:12 135:4 137:21 140:8 149:14 150:17 152:2,20 153:8 155:8 157:3 161:20 163:18 168:14 178:21 179:1 <b>pleased</b> 28:10 <b>pledge</b> 2:6,7 <b>plus</b> 73:13 111:7 125:16 <b>pmt</b> 118:20 120:2 120:17 121:3 123:4 124:8,19 <b>point</b> 5:4 35:16 93:2 123:11 126:4 142:13 148:11,14 <b>points</b> 34:1,8 <b>police</b> 52:7 <b>policy</b> 127:6,12 128:6,8,10 129:1 132:13,19,20</p>	<p><b>political</b> 49:20 80:13 <b>poor</b> 92:2 <b>pop</b> 178:6 <b>population</b> 17:11 48:2 77:8 82:3 83:14,15 85:12 86:6 <b>populations</b> 93:19 <b>portion</b> 57:20 65:5 115:16 <b>position</b> 45:21 <b>positions</b> 90:20 <b>positive</b> 16:9 41:10 133:3 <b>possible</b> 80:20 88:19 89:3 90:2 132:7 <b>possibly</b> 124:6 174:3,15 <b>postcard</b> 79:10 <b>posting</b> 89:20 90:1 <b>potash</b> 115:21 116:11 <b>potassium</b> 123:20 <b>potential</b> 115:3 <b>poultry</b> 114:12 121:18,19 126:7 <b>pounds</b> 116:17 <b>poverty</b> 6:3,5 163:4 <b>practices</b> 16:13 102:2,4,17 <b>prayer</b> 2:5,7 <b>pre</b> 8:13 20:19,21 40:16 <b>preceding</b> 5:3 <b>precludes</b> 154:9 <b>predicted</b> 81:10 83:5 <b>prenatal</b> 5:9,10 15:15 19:15 <b>prepared</b> 57:2,3 66:10</p>	<p><b>preschool</b> 6:20 <b>presence</b> 180:9 <b>present</b> 10:13 <b>presentation</b> 49:21 97:14 172:20 176:20 <b>presentations</b> 62:19 172:1,7 <b>presented</b> 10:9 <b>presents</b> 10:17 <b>president</b> 58:15 133:6 172:11 <b>press</b> 173:12 176:15 178:14 <b>pretty</b> 39:17,18 66:21 67:1 75:4 97:14 108:20 132:16 <b>prevent</b> 15:5,20 <b>preventing</b> 41:7 <b>prevention</b> 8:21 26:14 48:7 <b>previous</b> 6:15 91:8 <b>price</b> 1:17 19:2 23:15 24:3 46:14 46:17 47:8 61:8 61:13,17 62:9 63:15 67:15 68:8 68:15,20 69:8,11 70:10,11 72:4,5 73:7,12 75:11 83:8 86:6,18 100:5,7 104:13 105:6,9,12 106:2 107:6,8,11 120:15 120:19 124:4 125:14,19 126:1 126:15 134:3,8 136:1,4,13 137:15 137:17,18 138:5,6 138:21 139:1,8,13 139:16 140:1,4,14 140:15 147:17 149:7,8,19,20</p>
---	--	---	--

151:2,3,9,14,15 152:7,8 153:5,14 153:15 154:16,19 155:2,6,14,15 156:2,3,18 157:8 157:9 158:4,5 159:10 160:10,18 161:1,16 162:4,5 163:15 164:2,3,6 164:17 165:4,18 167:1,14,16 168:20,21 169:5 169:13,14 170:21 173:4,15 174:12 174:15 175:10,21 176:4 177:1,21 178:2,5,17 179:6 179:7 <b>price's</b> 72:15 <b>prices</b> 133:1 139:12 <b>primarily</b> 85:11 <b>primary</b> 26:8 <b>princess</b> 85:9 <b>printed</b> 2:9 180:6 <b>printing</b> 151:19 <b>prior</b> 129:2 <b>priority</b> 35:10 <b>private</b> 12:5 <b>proactive</b> 26:18 41:16 42:20 <b>probably</b> 54:5 93:18 94:15 96:17 96:18 103:4 105:2 108:7 121:15 143:3 154:19 159:13 162:19 177:12 <b>probation</b> 17:15 <b>problem</b> 5:4,5 10:17 13:6 25:16 57:14 126:15 160:16	<b>problems</b> 5:2 7:1 9:9 14:7,9,20 15:8 15:21 21:6 25:13 25:14 26:20 27:18 39:18 144:4 <b>proceed</b> 70:6 138:14 139:3 <b>proceedings</b> 2:1 <b>process</b> 19:9 57:6 62:15 141:12,19 <b>processing</b> 113:5 <b>proclamation</b> 174:1 <b>produce</b> 111:1 144:19 <b>producing</b> 115:11 <b>product</b> 113:4,9 113:14 121:19 122:1 <b>production</b> 99:16 111:4 114:18 116:5 <b>productive</b> 116:3 <b>products</b> 113:6 <b>program</b> 6:13 10:4 16:7,8 17:6 17:10 18:1,12,14 21:11 22:3,6 23:7 26:2,14 29:6 41:19 46:5 66:9 87:21 95:19 99:8 103:4,11 104:1,6 104:6,17,19 105:4 105:7,20 106:5 131:17,19 <b>programmed</b> 69:2 <b>programming</b> 48:18 49:1 50:17 <b>programs</b> 15:4 25:8 40:8 41:9 46:1,8 47:16 48:9 49:2,9 52:14,21 66:6 76:20 95:12 95:17 99:6 107:16	108:2 <b>progress</b> 44:16 118:10 124:9 <b>project</b> 26:8 43:11 44:5 45:15 47:12 47:13 55:19 63:13 70:19 138:20 141:12 142:11 143:10,11 146:7 147:10,13 <b>promotes</b> 16:8 <b>promotion</b> 48:6 <b>properly</b> 72:19 <b>properties</b> 118:1 <b>property</b> 74:2 118:1 146:17 147:3 <b>proposal</b> 150:5 <b>proposals</b> 138:17 <b>protect</b> 80:19 <b>protected</b> 80:16 <b>protecting</b> 110:2 <b>protective</b> 9:19 <b>proud</b> 74:1 <b>proven</b> 15:5 18:13 58:1 <b>provide</b> 17:18 18:17 29:5,7 31:3 41:10 44:2 46:1 102:20 150:7 <b>provided</b> 25:11 135:10 <b>provider</b> 11:21 12:5 28:20 <b>providers</b> 11:15 11:17 <b>providing</b> 105:18 137:8 <b>provision</b> 154:9 154:14 <b>provoking</b> 32:3 <b>proximity</b> 47:14 118:12 119:8 125:4,4	<b>psychiatrist</b> 28:13 <b>psychological</b> 9:5 37:19 <b>public</b> 4:12 21:2 50:4 84:11 136:14 138:11 158:20 160:7 168:10 171:17 173:12,19 180:2,17 <b>publishers</b> 151:10 <b>publishes</b> 151:10 <b>pull</b> 34:10 118:2 <b>pulled</b> 15:19 <b>purchase</b> 69:14 70:6 72:9 154:17 <b>purpose</b> 4:15 32:17 <b>push</b> 84:16 <b>pushed</b> 71:6 <b>put</b> 15:10 21:15 27:10 32:12,12 33:12 34:11 35:1 40:9 49:8 67:14 68:1 91:11 110:7 120:6,7,7,17 121:1 123:21 125:11 129:10 132:8 144:9 146:17 158:8 159:12 164:21 167:11 <b>putting</b> 36:5,8 48:12 74:16 107:17 122:7 <b>pvc</b> 144:9
			<b>q</b>
			<b>quality</b> 20:10,13 108:19 <b>quarterly</b> 28:18 <b>queen</b> 95:5 109:6 126:9 159:3 <b>question</b> 19:2 46:15 55:21 82:10 90:6 103:5 160:10

165:18,19 <b>questions</b> 3:2 31:4 33:1 66:19 91:1 104:12 106:12 108:10 110:6 <b>quick</b> 19:2 81:7 103:3 160:15 <b>quickly</b> 70:21 <b>quiet</b> 133:2 <b>quimby</b> 134:20 135:17,20 136:3 <b>quite</b> 5:15 81:20 <b>quorum</b> 163:17	26:18,19,21 29:11 29:14,18 32:2 35:21 36:9,10 37:14 40:9,12 41:6,16 42:18,20 43:1,2 46:14 48:5 50:21 55:4,14 56:18 68:4 72:14 74:17 76:18 80:8 81:15 82:8 84:16 85:3 88:9 89:6 91:9 92:12 95:18 109:16 110:11,14 113:19 115:5 118:1 119:13 122:8,9 123:10,14 130:9 132:21 169:16 174:17 175:11 <b>rearing</b> 16:13 <b>reason</b> 4:17 13:10 34:13 156:8 166:1 <b>reasons</b> 22:14 83:20 151:8 <b>recall</b> 94:8,17 127:8 <b>received</b> 78:9 143:10 <b>receiving</b> 23:12 67:9 <b>reception</b> 170:6 <b>recertification</b> 99:6 <b>recipe</b> 116:7 <b>recodification</b> 151:7,20 <b>recognize</b> 18:4 <b>recognized</b> 18:10 <b>recommendations</b> 15:19 <b>recommended</b> 119:5 <b>reconvening</b> 172:9	<b>record</b> 132:9 <b>recorded</b> 180:6 <b>records</b> 59:19 <b>recovery</b> 17:10 <b>recreation</b> 137:3 <b>recruiting</b> 90:18 90:19 <b>recycling</b> 95:16,17 <b>red</b> 45:11 <b>redford</b> 31:6 <b>reduced</b> 6:13 <b>reengaging</b> 39:1 <b>reestablishes</b> 144:11 <b>refer</b> 12:10 25:7 <b>referral</b> 23:7 <b>referrals</b> 7:6 8:6 9:19 17:13 19:6 19:15 22:3,7,9 23:3 <b>referred</b> 7:9,12 <b>regarding</b> 64:16 152:11 <b>region</b> 109:5 126:8,9 129:17 <b>regional</b> 76:10 <b>regions</b> 126:14 <b>register</b> 59:10 <b>regular</b> 125:7 132:14 173:1 177:8 <b>regularly</b> 89:21 <b>regulate</b> 135:12 <b>regulations</b> 110:16 114:5 118:21 <b>regulatory</b> 109:17 133:2 <b>rehabilitate</b> 144:13 145:6 <b>rehabilitated</b> 144:16 <b>rehabilitation</b> 141:1 143:5,7	146:14 <b>reiterate</b> 67:15 <b>relate</b> 88:9 <b>related</b> 12:21 119:13 180:11 <b>relates</b> 44:9 107:14 <b>relationship</b> 42:2 42:13 <b>relationships</b> 18:2 <b>relatively</b> 94:7 <b>released</b> 78:2,13 81:5 <b>rely</b> 77:12 <b>relying</b> 111:20,21 <b>remained</b> 10:15 <b>remember</b> 50:15 53:9 64:20 107:21 120:15,20 158:7 <b>remind</b> 91:18 <b>rendering</b> 56:21 57:13 <b>replace</b> 145:6 152:16 <b>replaced</b> 142:3 144:17 <b>replacement</b> 140:21 141:5 143:7 146:8,14 152:19 153:7 163:13 <b>replacements</b> 141:20 142:8 147:7 <b>report</b> 34:11 58:19 84:7 109:4 <b>reported</b> 1:20 84:8 <b>reporting</b> 59:5,8 60:7 <b>repository</b> 34:3 <b>representation</b> 92:16
<b>r</b>			
<b>rain</b> 44:14 119:14 <b>raised</b> 45:17 84:5 <b>ramp</b> 66:10 <b>ran</b> 66:13 156:6 <b>rapid</b> 15:3 <b>rare</b> 14:10 28:14 <b>rate</b> 86:4 148:1 <b>ratio</b> 122:1 <b>ray</b> 145:20 <b>reached</b> 29:16 38:2 80:9 <b>reaches</b> 119:2 <b>reaching</b> 32:8 80:7 <b>read</b> 135:4 136:9 159:17,21 164:18 170:14 <b>readiness</b> 40:4 <b>reading</b> 170:15 <b>ready</b> 31:19 54:17 61:20 66:4 67:4 73:4 134:19 <b>real</b> 29:19 103:3 124:8 160:15 171:8 <b>realize</b> 133:16 <b>realized</b> 42:2,7 <b>realizing</b> 35:17 <b>really</b> 14:19 17:21 23:3,10,14 26:9			

<b>representative</b> 49:19 162:10 170:10 <b>representatives</b> 77:11 <b>request</b> 58:19 61:9 61:15 62:10 63:3 63:9 73:8,14 146:10 <b>requesting</b> 62:2 137:3 141:2 150:4 161:6 162:8 <b>requests</b> 61:21 70:14 <b>require</b> 112:5 135:10 <b>required</b> 108:21 <b>requirement</b> 135:8 <b>requirements</b> 56:11 60:10 <b>requires</b> 60:12 77:6 139:6 <b>reschedule</b> 177:8 <b>rescore</b> 40:21 <b>rescue</b> 135:9 <b>research</b> 37:1 <b>reservations</b> 72:16 <b>residents</b> 50:16 77:13 87:19 <b>resilience</b> 30:15 31:1 <b>resistant</b> 131:6,11 <b>resource</b> 81:4 89:6 99:5 <b>resources</b> 8:7 88:18 <b>respond</b> 79:15 84:13 87:19 166:17 <b>responding</b> 83:17 86:14	<b>response</b> 81:6,10 82:18,19 83:6,8 83:13 87:15 88:10 <b>responsibility</b> 104:9 <b>responsible</b> 107:2 <b>responsive</b> 86:4 <b>rest</b> 32:9 78:5 <b>restrictions</b> 125:11 <b>restrictive</b> 124:8 <b>results</b> 83:2 <b>retired</b> 100:21 <b>retirement</b> 101:3 <b>retrain</b> 66:13 <b>returns</b> 51:14 <b>revamped</b> 118:19 <b>revenue</b> 23:15 <b>revenues</b> 150:10 <b>review</b> 2:16 <b>reviewed</b> 59:3 <b>reviews</b> 109:14 <b>revised</b> 111:8 118:18 <b>revising</b> 176:18 <b>ribbon</b> 54:10 75:8 <b>rid</b> 139:8,14 <b>ridgely</b> 129:16 <b>right</b> 6:8,18 7:12 12:14 33:12,13 36:11,15,18 37:2 37:4,16 38:7,9 41:15 42:6 44:20 45:17 54:11 60:18 61:13 70:13 74:3 74:6 81:12 87:9 90:19 93:1,10 94:1 97:2 98:12 101:12 125:14 130:13 146:15 154:12 155:1 159:16 168:8 170:4,20 172:3 173:10,14,14	174:19 177:20 <b>ring</b> 117:7 <b>risk</b> 5:2 6:2 7:19 8:1,5 10:18 13:1 13:14,21 14:4,19 18:5,11 19:4 30:4 119:7 120:10,11 <b>riskier</b> 120:11 <b>riverside</b> 137:10 <b>road</b> 36:4 38:18 72:20 130:8 138:20 139:9,14 141:19 142:8 <b>roads</b> 77:13 148:19,20 149:1 152:11,18 <b>roadway</b> 139:7 <b>roam</b> 81:5 <b>rob</b> 8:4,17 <b>robbie</b> 43:12,21 47:14 48:19 54:19 74:15 <b>robert</b> 8:3 98:21 <b>robert's</b> 31:7 <b>role</b> 4:8 <b>roll</b> 71:20 137:21 140:9 149:14 150:18 152:2 153:9 155:9 161:20 163:18 168:14 178:20,21 <b>room</b> 38:4 64:10 75:12 136:15 171:13 172:3 <b>rotate</b> 98:10 <b>roughly</b> 147:7 148:5 <b>row</b> 96:2 <b>run</b> 46:5 78:4 139:17 <b>running</b> 71:8 119:16 <b>runs</b> 131:19	<b>rural</b> 79:1 85:6 128:20 130:11 141:13 142:14 143:4 148:4  <b>s</b>  <b>sacrifice</b> 81:2 <b>safe</b> 80:15 <b>saints</b> 45:12 <b>sale</b> 135:9 154:9 <b>salesman</b> 102:16 <b>salinas</b> 96:1 <b>sample</b> 112:18 <b>samples</b> 112:1 <b>sand</b> 122:21 <b>sanitary</b> 140:21 <b>saturday</b> 66:8 170:18 171:2 <b>save</b> 139:16 <b>saw</b> 10:12 33:7 56:20 85:1 98:2 <b>saying</b> 45:1 47:14 53:10 65:15 67:19 67:21 178:5 <b>says</b> 115:2 116:8 116:12,16 123:10 <b>scanned</b> 59:19 <b>scenes</b> 27:4 29:15 <b>schedule</b> 177:16 <b>scheduled</b> 44:21 160:14 165:1 167:10 174:4 <b>scheduling</b> 133:15 <b>schmidt</b> 8:3,4 <b>school</b> 5:1 7:16 8:11,16 14:7,7 19:21 20:3 21:11 22:17 23:1,16 24:4,21 25:10 29:4 37:18 40:4 54:7,11 56:12 64:16,19 74:2 75:2 95:12 133:10 <b>schoolers</b> 45:9
---	---	---	--

<p><b>schools</b> 3:12 4:12 21:2,11,16 25:10 47:15 77:14</p> <p><b>schumer</b> 148:8</p> <p><b>science</b> 31:2 113:20,21,21</p> <p><b>scope</b> 146:4</p> <p><b>score</b> 12:20 33:8 42:4 46:20,21 47:2,4 81:10,14 82:12,18,19 83:6 83:8,13 87:15 88:10</p> <p><b>scored</b> 8:1</p> <p><b>scores</b> 120:3</p> <p><b>scoring</b> 12:12 38:6 40:16 41:4,5</p> <p><b>screen</b> 12:9 25:4,5 25:6,17 26:12 59:4,9,13</p> <p><b>screened</b> 25:12</p> <p><b>screening</b> 21:5 23:8 37:2,4</p> <p><b>screenings</b> 12:8</p> <p><b>seal</b> 144:19 180:13</p> <p><b>search</b> 81:8</p> <p><b>season</b> 137:13 157:19 159:1</p> <p><b>seasonal</b> 86:11</p> <p><b>seasons</b> 9:4 11:10 37:5</p> <p><b>second</b> 7:14 15:18 18:17 21:5 24:10 70:4 71:16 137:17 137:18 140:4,5 149:9,10 150:14 150:15 151:16,17 152:1 153:3,4 155:4,6 156:4,5 157:1,20 158:3,4 158:5,7 160:8,21 161:12,13 162:16 164:11 165:8,16 167:11,14,16</p>	<p>168:12</p> <p><b>seconded</b> 70:5 140:6 165:5</p> <p><b>secondly</b> 13:4</p> <p><b>secretary</b> 71:19,21 72:2,4,6 135:4,5 136:8 137:21 138:1,3,5,7 140:8 140:10,12,14,16 149:13,15,17,19 149:21 150:17,19 150:21 151:2,4 152:2,3,5,7,9 153:8,10,12,14,16 155:8,10,12,14,16 157:3,4,6,8,10 161:19,21 162:2,4 162:6 163:18,19 163:21 164:2,4 165:4 168:2,3,14 168:16,18,20 169:1 174:10 176:2 178:21 179:2,4,6,8</p> <p><b>secrets</b> 47:3</p> <p><b>section</b> 80:17 147:13 171:16</p> <p><b>sector</b> 114:2</p> <p><b>secure</b> 142:15</p> <p><b>secured</b> 78:11 138:16 139:12</p> <p><b>secures</b> 107:1</p> <p><b>securing</b> 108:1</p> <p><b>security</b> 108:4</p> <p><b>sediment</b> 105:1</p> <p><b>see</b> 21:3,16 22:10 26:18 32:3,11 35:5 36:9,10 37:20 40:21 43:15 47:12,17 48:3,4 49:10 50:14 51:2 51:4 53:8 56:10 59:13 63:13 64:3 64:13,15 68:1</p>	<p>70:12 74:9 75:1 75:17 85:21 96:1 97:3 99:13,17 113:2,6 126:11 128:19 129:3,5,7 129:9 145:1,16 160:13 176:10</p> <p><b>seeing</b> 7:4 8:15 9:10,12,15 45:15 53:4 126:5 146:15</p> <p><b>seek</b> 50:13</p> <p><b>seen</b> 7:6 32:13 63:2 68:3 69:8 146:12</p> <p><b>sees</b> 161:1</p> <p><b>self</b> 23:6</p> <p><b>send</b> 31:20 34:5,7 50:6 95:1 100:3 155:2 166:4 168:6</p> <p><b>senior</b> 43:11,17 48:4,21 52:17 56:1,16 57:20 58:3,18 65:4 66:2 66:7 70:7 74:3 75:19 170:8</p> <p><b>seniors</b> 49:1 53:3 58:2 74:11</p> <p><b>sense</b> 69:6 86:7 108:4</p> <p><b>sensitive</b> 65:13 68:14 71:5 176:10</p> <p><b>sent</b> 50:9 57:1 80:12 128:6,8 134:6</p> <p><b>separately</b> 147:18</p> <p><b>separation</b> 13:9</p> <p><b>september</b> 30:6 180:20</p> <p><b>seriously</b> 81:3</p> <p><b>serve</b> 16:17,21 18:18 49:18 162:10</p> <p><b>served</b> 16:19 17:4 22:4</p>	<p><b>service</b> 12:4 19:12 19:13 27:15 28:5 28:11 101:1 106:19 137:7,10 149:13 162:11,19 163:1,14</p> <p><b>services</b> 3:14 4:13 9:15,19 11:21 15:10 16:7 19:17 20:11 21:2 23:12 25:6,11 27:6 29:5 29:7 46:2 48:4 53:1 66:7 77:14 141:17 148:9 150:5,8</p> <p><b>serving</b> 18:19 35:18 71:9 162:18 162:21</p> <p><b>session</b> 171:6,8 172:10 175:17,19</p> <p><b>sessions</b> 30:19</p> <p><b>set</b> 45:1 61:3 94:14 100:1 147:10 149:5 160:16,21 180:4</p> <p><b>sets</b> 4:6</p> <p><b>setting</b> 69:2</p> <p><b>seven</b> 13:15 131:10 175:20</p> <p><b>seventh</b> 40:19 58:12,13</p> <p><b>severe</b> 25:14</p> <p><b>sewage</b> 113:1</p> <p><b>sewer</b> 140:21 141:6 143:7 144:12 145:2 147:3 148:2,17 149:13</p> <p><b>sexual</b> 13:3</p> <p><b>seymour</b> 56:9</p> <p><b>shannon</b> 98:4,13</p> <p><b>shape</b> 96:12</p> <p><b>share</b> 95:9</p>
--	--	---	---



<p><b>shared</b> 84:17 99:3 104:6</p> <p><b>shave</b> 73:7</p> <p><b>shawn</b> 97:16 100:19 101:4,8,9</p> <p><b>sheet</b> 33:8,9</p> <p><b>sheetrock</b> 44:18</p> <p><b>shelf</b> 69:6</p> <p><b>shelter</b> 16:21</p> <p><b>shelters</b> 79:16 135:10</p> <p><b>shifting</b> 63:1</p> <p><b>shoestring</b> 40:11</p> <p><b>shore</b> 9:5 27:14,19 28:4 37:19 43:14 46:1 53:16 76:13 79:1 81:19 85:4 103:14 121:16</p> <p><b>short</b> 101:11 122:8 174:17 175:12</p> <p><b>shortly</b> 31:20</p> <p><b>shot</b> 47:5 163:7</p> <p><b>show</b> 60:13 130:8 136:10</p> <p><b>showed</b> 13:12</p> <p><b>shows</b> 53:19 81:17</p> <p><b>sick</b> 156:13 170:1</p> <p><b>side</b> 33:8 64:7,14 66:1 94:13 109:17 118:16 133:2</p> <p><b>sign</b> 65:6</p> <p><b>signage</b> 56:6,7,13</p> <p><b>signature</b> 180:15</p> <p><b>signed</b> 80:18</p> <p><b>significant</b> 20:7</p> <p><b>similar</b> 46:8 94:7 118:3</p> <p><b>simple</b> 115:2</p> <p><b>simply</b> 59:13</p> <p><b>single</b> 6:10 118:2</p> <p><b>sir</b> 137:11 143:2 151:20</p>	<p><b>sit</b> 3:20 9:5 49:14 163:11</p> <p><b>site</b> 116:18 118:18 119:5,17 120:3 124:20 125:1</p> <p><b>sitting</b> 76:21 96:2 126:11</p> <p><b>situation</b> 120:10 142:1 144:6 146:18 152:13</p> <p><b>situations</b> 125:3 143:21 144:3 145:3 147:2</p> <p><b>six</b> 7:8 20:14 27:7 30:20 32:7 86:19 86:20 87:5 119:14 133:20,21 142:2 171:5 176:3,7,8</p> <p><b>sixth</b> 54:12</p> <p><b>size</b> 94:7</p> <p><b>skills</b> 16:11 22:12 22:21 29:8 64:12</p> <p><b>slip</b> 144:8</p> <p><b>slope</b> 119:10</p> <p><b>slots</b> 20:2</p> <p><b>slow</b> 160:18</p> <p><b>sludge</b> 113:1</p> <p><b>small</b> 54:4 95:17 128:18</p> <p><b>smaller</b> 91:13 94:6 94:6 103:13 117:21 128:14</p> <p><b>smith</b> 97:16 100:20 101:10 104:16 105:8,11 105:14 106:4,17</p> <p><b>smooth</b> 60:7</p> <p><b>snappy</b> 58:6</p> <p><b>social</b> 3:14 4:12 16:6 19:13 21:1 27:6</p> <p><b>software</b> 58:18 59:4,4,5 60:16 61:19 65:8 67:9</p>	<p>68:20 69:1,3 70:7 71:14 72:9 73:2</p> <p><b>soil</b> 97:17,20 100:15 110:15,17 111:11,16 112:1 112:18,19 113:2 113:17 115:7,20 115:21 116:8 119:2,12,12 120:5 120:6 121:10 122:13,16,17,19 122:19 123:7,9 124:10</p> <p><b>sokolich</b> 75:19 76:8 79:21 92:5 93:15 94:2,12,19 96:5,7,17 97:5</p> <p><b>solicit</b> 168:10</p> <p><b>soluble</b> 113:21</p> <p><b>someone's</b> 88:2 90:5</p> <p><b>someplace</b> 86:20 86:21</p> <p><b>somerset</b> 85:9 159:4</p> <p><b>somewhat</b> 66:14 68:13 71:5 125:7</p> <p><b>son</b> 31:7</p> <p><b>soon</b> 37:20 67:13</p> <p><b>sooner</b> 97:3</p> <p><b>sorry</b> 35:14 48:15 75:21 159:19</p> <p><b>sort</b> 30:3 78:4 92:1 113:5 175:1</p> <p><b>sorts</b> 77:14</p> <p><b>sound</b> 126:18</p> <p><b>sounds</b> 83:16 100:11</p> <p><b>source</b> 23:15 143:16</p> <p><b>sources</b> 32:16 115:10</p> <p><b>speak</b> 82:4</p>	<p><b>speaker</b> 117:8,19 131:21 133:5,8,20 134:1,5,10,14 178:1</p> <p><b>special</b> 29:13</p> <p><b>specialist</b> 75:16 76:10 98:1</p> <p><b>specialized</b> 17:9 17:11</p> <p><b>specialty</b> 28:8</p> <p><b>specifically</b> 44:7 82:1 154:2</p> <p><b>specifics</b> 115:18 116:16</p> <p><b>speech</b> 22:13,16 31:4</p> <p><b>spend</b> 20:12 87:5 148:13</p> <p><b>spent</b> 148:6</p> <p><b>sponge</b> 122:17</p> <p><b>sports</b> 45:6</p> <p><b>spotty</b> 85:4</p> <p><b>spread</b> 109:7 129:14</p> <p><b>spreadsheet</b> 36:8</p> <p><b>spring</b> 45:6 100:2 100:4,6 159:1</p> <p><b>st</b> 26:15 43:11 45:8 46:7,13,19 49:11,18 50:1,5 52:7,13 54:6 55:8 55:14 59:6 61:1,5 86:17 140:20 141:18 142:7,10 143:6 148:16 149:13 159:3 169:17</p> <p><b>staff</b> 44:6 48:18,19 48:21 54:9 65:7 66:5,14,18 71:10 73:1 163:5</p> <p><b>standard</b> 112:5,11</p> <p><b>standards</b> 139:5</p>
---	--	--	--

<p><b>standing</b> 2:4</p> <p><b>standpoint</b> 37:13 116:19,21 123:10 123:17</p> <p><b>stands</b> 167:8</p> <p><b>start</b> 4:17 15:12 18:21 19:17 26:19 28:11 36:5 40:5 44:1,13 51:8 57:6 61:5 62:18 66:12 72:18 77:5 79:12 80:7 89:8 94:12 94:20 134:2</p> <p><b>started</b> 2:4 4:17 33:14 35:16 37:20 67:14 103:11 121:1 176:2</p> <p><b>starting</b> 5:1 27:10 61:21 101:3 133:19</p> <p><b>starts</b> 14:19 89:14 93:5</p> <p><b>state</b> 15:3 19:11 20:4 60:12 65:18 77:11 78:3,5,9 92:16 101:21 103:11 108:21 119:11 121:15,17 124:14 127:13,18 128:1 131:18 132:13 153:19 176:18 180:1,2</p> <p><b>statement</b> 40:6 127:12 171:9 176:17</p> <p><b>states</b> 13:16 77:20 106:19</p> <p><b>statewide</b> 132:13</p> <p><b>static</b> 10:15</p> <p><b>stations</b> 52:8</p> <p><b>statistics</b> 5:7 8:9 39:19 41:17</p> <p><b>status</b> 83:10 164:19</p>	<p><b>steer</b> 38:7</p> <p><b>stenographic</b> 180:6</p> <p><b>stenographically</b> 180:6</p> <p><b>step</b> 33:19 163:6</p> <p><b>stepped</b> 75:12 163:15</p> <p><b>stipulations</b> 180:8</p> <p><b>stockpiles</b> 126:11</p> <p><b>store</b> 69:5</p> <p><b>storm</b> 143:16</p> <p><b>straight</b> 18:9</p> <p><b>strategic</b> 150:8</p> <p><b>strategies</b> 15:13 29:8,10 32:12,16 32:19 144:19</p> <p><b>strategy</b> 18:9 21:5 27:13 28:15 37:14</p> <p><b>stream</b> 113:4 119:19</p> <p><b>strengths</b> 10:1</p> <p><b>stress</b> 31:1 68:13</p> <p><b>strike</b> 172:10</p> <p><b>strongly</b> 122:15</p> <p><b>structural</b> 144:11</p> <p><b>stuck</b> 126:1</p> <p><b>students</b> 6:11,14 8:11 22:4 23:11 26:12,13,15 29:6 79:15 170:15</p> <p><b>study</b> 13:12 14:11</p> <p><b>stuff</b> 123:4 132:15</p> <p><b>stunned</b> 154:15</p> <p><b>subcommittees</b> 91:13</p> <p><b>subsidy</b> 104:15</p> <p><b>substance</b> 10:2,7 10:11,14 11:3 12:2 13:6 41:13</p> <p><b>substantial</b> 44:20</p> <p><b>substitute</b> 155:20 156:12</p>	<p><b>subsurface</b> 125:9</p> <p><b>success</b> 32:20 92:13</p> <p><b>successful</b> 24:20 44:10</p> <p><b>suffered</b> 44:13</p> <p><b>suggest</b> 177:7</p> <p><b>suggesting</b> 174:13</p> <p><b>suggestion</b> 36:20 65:11</p> <p><b>suicide</b> 7:19 8:1 8:20</p> <p><b>suit</b> 54:17</p> <p><b>suitable</b> 135:10</p> <p><b>sulfur</b> 123:19</p> <p><b>summer</b> 89:8 93:4 93:6 95:3 100:2</p> <p><b>summertime</b> 132:16</p> <p><b>sunday</b> 158:11,21</p> <p><b>sundays</b> 157:17,19</p> <p><b>super</b> 45:14 74:7</p> <p><b>superintendent</b> 3:12 74:20</p> <p><b>supervisors</b> 97:20</p> <p><b>supplies</b> 107:1</p> <p><b>supply</b> 60:14 116:12,14</p> <p><b>supplying</b> 108:1</p> <p><b>support</b> 44:5 45:6 47:11 70:11,15 98:8,19 104:1 128:3 150:8 154:1 154:20 155:3 160:4 166:4</p> <p><b>supported</b> 49:10 52:10</p> <p><b>supporting</b> 44:8 99:1</p> <p><b>sure</b> 3:17 8:7 30:10 31:20 40:15 43:3 44:1 46:16 53:18 54:16,21,21 56:6 57:16 61:3</p>	<p>66:18 67:13 71:8 78:6 79:18 80:14 82:11 86:13 92:20 97:5 98:14 100:9 102:7 107:3 141:9 167:18 173:8 174:8 176:14</p> <p><b>surface</b> 119:9 125:6</p> <p><b>surprised</b> 86:10</p> <p><b>surround</b> 80:5</p> <p><b>surrounding</b> 81:13</p> <p><b>survey</b> 50:16,20 51:4,14,18 83:3 139:6</p> <p><b>surveyed</b> 139:10</p> <p><b>surveys</b> 48:3</p> <p><b>swaine</b> 97:18 98:9 100:15,15 108:13</p> <p><b>swaines</b> 107:15</p> <p><b>system</b> 8:16 13:19 13:20 22:17 25:10 27:14 37:18 59:19 60:4,6 65:4 71:12 140:21 142:19 143:6,18 144:16 145:8 148:2,17</p>
			<b>t</b>
			<p><b>table</b> 32:12 64:14 80:6 91:11 107:18 165:12,15 166:13 166:14 167:16,16 167:17 168:12,13</p> <p><b>tabled</b> 167:19</p> <p><b>tablet</b> 90:11</p> <p><b>tabling</b> 167:9,12 167:12 168:15</p> <p><b>tackle</b> 106:9</p> <p><b>tackling</b> 92:20</p> <p><b>tail</b> 177:13</p> <p><b>take</b> 34:9 38:4 54:1 57:18 58:17 73:10 77:7 81:2,9</p>

82:6 107:15 112:1 125:1 162:9 174:17 <b>taken</b> 94:15 148:10 <b>takes</b> 73:18 118:2 156:13 <b>talbot</b> 1:1 3:9,10 3:13 4:6,12 5:8 15:9 16:20 19:1 20:11 28:7 38:21 39:19 43:18 56:1 76:12 81:11 84:18 85:8 97:15,17,20 98:21 99:9 100:15 101:16 103:9,12 109:6 121:8 124:13 126:9 127:8 135:7 141:1 147:20 154:2,5,18 155:19 157:17 158:11,19 171:11 171:13,16 180:3 <b>talbot's</b> 6:3,9 <b>talk</b> 5:5 10:19 42:17 48:10 54:19 58:7,17,20 77:3 78:15 80:9 89:3,4 102:16 127:17 134:21 163:12 176:9 <b>talked</b> 12:17 25:3 25:9 40:3 53:13 67:12 86:1 <b>talking</b> 21:14 25:14 30:4 42:1,4 88:14 95:16 96:19 99:15 148:20 <b>tall</b> 131:10 <b>tax</b> 117:20 132:7 132:10 147:20 <b>taxer</b> 117:14 <b>taxes</b> 87:8	<b>tbd</b> 177:1 178:14 <b>teach</b> 22:1 <b>teacher</b> 29:13,14 <b>teachers</b> 22:1 24:1 25:17 29:8 95:20 <b>team</b> 27:20 46:19 91:3,5,7 <b>teams</b> 91:15 <b>technical</b> 94:20 102:19,20 150:8 <b>technicians</b> 102:18 <b>technology</b> 59:9 66:6 150:6 <b>tele</b> 28:4 <b>tell</b> 9:14 16:3 20:16,20 25:5 27:8 30:9 37:18 40:7 57:12 81:11 88:2 148:15 <b>telling</b> 39:9 173:3 <b>ten</b> 12:19,21 13:15 15:13 34:1,1,20 77:9 101:5 107:4 113:6 122:12 126:10 145:16 162:19 <b>tend</b> 79:7 <b>tennis</b> 45:4 46:15 46:18,20 <b>term</b> 5:13 122:8 <b>terms</b> 48:11 150:3 151:6 <b>terra</b> 143:19 <b>terrible</b> 133:11 <b>terrifying</b> 39:18 <b>test</b> 119:2 121:10 <b>testing</b> 111:11,13 111:13 <b>tethering</b> 135:13 <b>thank</b> 2:8 21:19 40:1 43:4,5,6,7,8 44:1,4 72:13 73:6 74:13 75:9 95:7	97:7,9,10,12 100:14 101:10 106:13,15,17 108:11 131:2 134:15,17 136:16 138:9,10 140:18 150:2,3 162:15 163:12 169:7,21 <b>thanks</b> 98:14 169:20 <b>theater</b> 30:20 <b>therapists</b> 22:15 22:16 24:9 <b>therapy</b> 24:8 33:12 <b>thereof</b> 125:2 <b>thick</b> 117:9 <b>thin</b> 109:7 <b>thing</b> 35:12 40:2 45:19 47:6 57:17 65:21 73:21 107:13 108:6 113:18 124:11 132:11 133:5 145:9 173:15 175:17 <b>things</b> 9:20 29:19 34:20 37:17 39:2 40:12 49:3,3 50:13 51:1,12,18 51:19 52:1,17 58:6 59:7 62:1 71:15 77:15 81:21 90:11 92:1 96:10 99:3,10,12 103:2 109:20 112:16 115:5,21 125:11 125:15 127:14 132:6 134:12 156:10 170:4 174:21 <b>think</b> 6:16 27:1,3 29:19 32:1 34:19 35:13,15,16 36:4	36:6,7,13,19 37:1 37:4,5,11 38:3,6,8 38:11,13,18 39:3 41:21 42:21 47:19 52:8 53:10,15 56:8 57:2 58:5 62:4,20 64:2,6 65:13 69:12 70:20 71:4 79:7,7 80:4 81:1 89:21 96:20 98:9 99:17 103:3 107:20,21 114:2 120:9,10 124:12 124:18 126:5 129:1 131:21 134:3 141:21 143:9,9 147:6 157:20 158:6 159:10 163:1,15 170:19 173:11 174:19 <b>thinking</b> 4:3 46:4 53:20 74:15 82:5 84:1 113:21 175:16 <b>third</b> 13:5 25:12 40:18 111:17 170:15 <b>thirds</b> 14:17 <b>thirty</b> 6:9 <b>thought</b> 32:2 34:16 107:1 176:2 <b>thoughts</b> 96:15 <b>three</b> 5:10 15:1 21:8,17 22:1,5 23:13 25:18 28:8 29:6 30:11 32:6 35:1 38:15 42:10 43:19 46:12 53:7 67:21 68:15 102:12 110:14,18 110:20 112:16 117:7 121:16 122:7 133:2 143:4
---	---	--	--

145:17 153:18 163:16 172:6 <b>threshold</b> 114:6 119:3 <b>thursday</b> 49:12 58:11 172:6 173:16 <b>tidal</b> 145:4 <b>tide</b> 145:3 <b>tight</b> 67:1 <b>tile</b> 125:9 <b>tilghman</b> 170:21 171:1,2 <b>tills</b> 117:4 <b>time</b> 7:18,20 20:2 21:9 24:10 25:1 34:21 65:13 66:10 66:20 67:8,10 68:13 69:19 70:10 71:5,6 78:18 80:21 89:1,12 96:12 97:1 100:12 100:19 103:17 109:19 131:20 132:21 133:19 134:1,11 142:14 146:7,12 148:14 157:21 158:7 160:2,16 163:6 166:7 170:9 174:5 175:8 176:10 177:12,16 180:4 <b>times</b> 113:6 124:18 135:11 145:15 <b>timing</b> 164:13,14 <b>title</b> 80:17 135:4 157:16 <b>today</b> 5:2 34:5 44:18 69:15 79:21 107:4 174:11 <b>toddler</b> 21:21 22:5 22:9 23:7,12,21 24:15	<b>toddlers</b> 21:10 24:16 <b>told</b> 134:20 174:11 <b>tomorrow</b> 107:4 165:20 <b>ton</b> 52:16 <b>tonight</b> 4:13 42:15 44:2 57:3 62:17 64:8 67:7,8 71:14 99:2 133:9,11 136:11 169:11,12 <b>tons</b> 116:16 123:21 <b>tony</b> 154:8 <b>tool</b> 38:6 118:20 120:1 <b>top</b> 112:16 <b>total</b> 17:5 63:2 83:14 152:13 <b>totally</b> 70:13 114:15 <b>touch</b> 59:4,9,13,17 92:9 <b>tough</b> 61:17 62:17 <b>tour</b> 99:11,20 <b>touring</b> 44:17 <b>town</b> 49:21 52:9 56:5 57:7 138:15 139:4,5 142:6,9 <b>track</b> 36:9 95:6 117:13 <b>tracked</b> 117:13 <b>tract</b> 94:4,14,21 95:5 <b>tracy</b> 48:17 <b>train</b> 66:5 88:17 <b>trained</b> 66:18 71:11 73:1 89:11 <b>training</b> 37:9,12 90:9,10 135:8 <b>transact</b> 177:9 <b>transcribe</b> 13:21 <b>transcribed</b> 180:6	<b>transcript</b> 2:1 <b>transcription</b> 180:7 <b>transit</b> 174:6,21 176:10 <b>transition</b> 121:6 <b>transportation</b> 17:19 <b>transporting</b> 125:6 126:16 <b>trauma</b> 33:8,18 40:19 <b>traumas</b> 10:20 <b>travel</b> 28:18 <b>treasurer</b> 100:18 <b>treatment</b> 145:13 145:18 <b>tremendous</b> 44:16 45:14 46:9,10 <b>tremendously</b> 5:12 <b>trends</b> 4:19,21 <b>tried</b> 145:14 158:8 <b>trigger</b> 119:1 <b>triggers</b> 29:10 <b>trim</b> 73:15 <b>trip</b> 28:21 <b>tripled</b> 14:3 <b>trouble</b> 131:5 <b>truck</b> 130:7 <b>true</b> 180:7 <b>trunks</b> 145:7 <b>trusted</b> 88:12 90:5 <b>try</b> 11:20 17:10 19:13 25:4 50:17 55:17 92:7,9 94:6 100:13 101:11 102:5 142:15 145:7 146:17 174:13 175:8 176:7 178:10 <b>trying</b> 15:10 20:8 29:18 33:12,15,19 34:17 41:16,21	42:20 50:3,11 51:6 58:5 94:19 102:8,13 120:8 132:21 144:13 145:9 160:11 <b>tuberculated</b> 142:2 146:9 <b>tuesday</b> 133:17 171:5 172:4 173:16 <b>turkey</b> 157:17,18 158:20 159:1 <b>turn</b> 28:14 <b>tweaks</b> 71:12 <b>twelfth</b> 168:3 <b>twice</b> 103:16 <b>two</b> 6:11 7:18 14:17 19:20 21:21 22:17,18 24:13 29:3 30:18,19 32:7 42:9 53:7 63:21 64:13 67:21 68:2,8,11 69:8,11 69:15,19 78:4 96:18 103:5,18 104:16 106:2,4 113:11 117:8 122:7 123:21 133:8,11 136:1,18 138:11,16 139:12 154:1 165:6 166:2 166:7,16 167:3 171:17 <b>type</b> 26:2 28:15 32:19 119:13 120:5 <b>types</b> 51:1 <b>typical</b> 145:1 <b>typically</b> 11:13 130:3 145:14
<b>u</b>			
<b>ultimately</b> 46:11 143:8,13 144:10 146:20 147:3			

<b>unable</b> 156:13	64:12 65:18 73:1	<b>volunteers</b> 55:3	96:7 103:2 110:4
<b>unacceptable</b> 38:1	73:3 87:12 108:7	<b>vote</b> 167:12 168:6	<b>wants</b> 66:9 136:10
<b>unanimous</b> 2:13	111:3 115:10	172:12 177:11	<b>washing</b> 122:14
2:19 3:6	116:13 122:2	<b>voted</b> 55:18	<b>washington</b> 92:17
<b>unbelievable</b> 75:3	123:18 130:1	<b>w</b>	<b>waste</b> 113:3
<b>uncertainty</b> 10:18	161:18	<b>w</b> 1:14	<b>wastewater</b>
<b>uncommon</b> 122:5	<b>users</b> 60:14 65:6	<b>wadley</b> 3:10,17,20	145:13,18
<b>undercount</b> 92:14	71:9	4:3,10 6:8,19 9:8	<b>watching</b> 4:5
92:21	<b>usually</b> 67:2	12:16 18:4 19:6	<b>water</b> 108:19
<b>underneath</b>	<b>utilize</b> 114:20	25:3 27:6 30:2	119:9,15,16 120:5
148:17 149:1,1,2	115:1	32:5,8 34:5,13,19	125:4,6,7,10
<b>understand</b> 5:12	<b>utilized</b> 114:20	35:7 40:2 41:1	143:16 145:5,8
30:3 33:16 66:5	<b>utilizing</b> 112:20	42:16,17 43:7	<b>water's</b> 118:13
72:15 80:14	<b>v</b>	<b>wait</b> 57:15 62:16	<b>watermen's</b>
168:11	<b>value</b> 63:13 122:4	64:3,20 65:9	171:12
<b>understands</b>	123:8 152:14	67:16,19 68:5,8	<b>waters</b> 110:3
177:4	<b>values</b> 122:5	70:15 72:19 75:8	<b>watershed</b> 102:6
<b>unforeseen</b> 158:10	<b>variables</b> 83:12	79:11 139:1	<b>waterways</b> 118:12
<b>unfortunately</b>	<b>variety</b> 22:14	163:11	171:20
152:12	131:9	<b>waited</b> 23:2 136:1	<b>way</b> 13:20 22:11
<b>unionville</b> 142:19	<b>various</b> 59:4	<b>waiting</b> 28:2 37:21	23:5 26:17 27:12
<b>unique</b> 78:17	144:18	<b>walks</b> 66:7	28:14,18,19 35:9
<b>unit</b> 115:19	<b>vegetable</b> 129:9	<b>wallace</b> 139:20	36:17 52:16 61:2
<b>united</b> 13:16	<b>vegetative</b> 119:21	<b>walls</b> 41:21 42:10	61:3,4 62:16,20
106:19	<b>vehicle</b> 152:12,15	65:1	73:15 79:17 83:1
<b>universal</b> 20:19,20	152:20 153:7	<b>want</b> 9:14 21:18	84:15 88:15 90:8
<b>university</b> 98:20	<b>versed</b> 71:11	26:3 27:13 28:15	92:19 95:18 96:18
<b>unmanaged</b> 120:1	<b>vice</b> 133:6	35:1 43:2 44:4	98:16 137:6 145:7
<b>update</b> 3:8 4:9	<b>video</b> 141:3,6,16	51:12,13 52:1	148:4 167:13
43:10 44:3 50:12	148:9	53:17 54:19 56:1	169:14 180:11
75:14 120:19	<b>violence</b> 13:8	56:17 57:10 58:2	<b>ways</b> 78:20 80:20
127:6,15 151:19	<b>vision</b> 53:4,6,8,14	60:20 61:4 71:8	<b>we've</b> 7:10,20
<b>updated</b> 110:8,10	55:13 74:14	73:4 80:13 81:15	16:14,15 23:10
<b>updating</b> 93:17	<b>visit</b> 99:15	82:6,8 84:13,16	24:11 29:2 30:2
<b>upper</b> 43:14 45:21	<b>visiting</b> 18:9,19	88:7,21 90:3 92:7	30:21 32:11,13
<b>upstream</b> 16:1	<b>visits</b> 19:3 24:7	95:13 96:14 99:12	34:20,20 37:18
<b>urban</b> 81:12	109:13	100:9,19 108:5	39:20 44:9 45:16
<b>urgency</b> 69:6	<b>voice</b> 135:21	115:9 120:6	48:3 50:2 66:9
<b>urgent</b> 69:18	<b>volume</b> 124:1	126:16 127:3	69:18 98:15 99:4
<b>usa</b> 75:16	<b>volumes</b> 117:6,6	133:13 156:16	101:15 131:5
<b>usda</b> 107:9 141:7	<b>voluntarily</b> 102:4	170:9 173:13	132:16,19 141:12
149:5	<b>volunteer</b> 17:16	174:4,14 177:17	141:17 142:6,7
<b>use</b> 10:8,12,14	87:17	<b>wanted</b> 4:13 32:18	144:3 146:10,12
16:16 28:16 29:10		40:2 42:18 55:12	147:7 148:10

166:4 <b>weather</b> 44:12 96:9 104:2 133:1 135:12 <b>webb</b> 3:13 9:17 11:12 12:6,14 16:6 30:10 31:12 31:15 32:7 37:8 41:6,12 43:8 <b>website</b> 81:5 <b>weed</b> 131:8,9,19 <b>weeds</b> 131:5,6,14 131:17 132:2,3 <b>week</b> 12:8 54:12 58:8 61:20 62:19 160:17 172:1 <b>weeks</b> 24:13 39:8 50:1 57:5 67:18 67:21 68:2,9,12 69:8,11,16,19 102:12 133:8,11 166:2,16 167:4 <b>weighs</b> 123:2 <b>welcome</b> 2:8 43:19 76:7 135:14 <b>welfare</b> 9:18 10:7 11:14 17:14 <b>went</b> 25:19,21 50:1 53:13 122:11 128:13 162:20 <b>white</b> 26:16 <b>wicomico</b> 88:1,6 <b>willing</b> 89:11 <b>willow</b> 44:15 <b>window</b> 66:20 <b>wip</b> 102:5 104:20 105:21 109:20 <b>wish</b> 172:14 <b>withdraw</b> 167:7 <b>witness</b> 180:13 <b>women</b> 17:2 19:7 19:15 33:7 41:20 99:7	<b>women's</b> 41:18 <b>wonderful</b> 26:9 134:14 163:2 169:18 170:8 <b>wondering</b> 85:17 85:19 <b>word</b> 173:12 <b>wording</b> 158:18 <b>words</b> 113:13 118:6 <b>work</b> 8:6 17:2,10 20:8 21:2 24:4 26:19 27:5 29:11 43:1 45:18 48:9 52:19 54:8,10 55:4 60:3 79:5 86:18 89:11,12 90:8,13 91:14 102:2 108:13,15 108:17 118:9 124:9 129:5,15 138:18 141:14 142:16 145:20 146:4 148:7 156:20 163:4 <b>worked</b> 91:20 102:15 130:2 <b>worker</b> 18:13 21:12,16 <b>workforce</b> 89:19 <b>working</b> 11:15,19 18:7 20:1,3 27:4 35:6 38:16,20 39:3 42:21 43:1 48:17 57:6 61:3 70:19 74:18 76:11 76:20 88:7 89:19 99:4 124:7 128:19 129:19 131:1 142:14 148:13 162:21 <b>works</b> 8:4 18:1 100:5 129:13 138:12 148:5	177:5 <b>world</b> 107:15 <b>worry</b> 25:5 56:14 <b>worth</b> 75:6 <b>wrap</b> 141:13 <b>writing</b> 76:21 119:6 <b>wye</b> 171:13 <hr/> <b>x</b> <hr/> <b>x</b> 120:21 <hr/> <b>y</b> <b>y</b> 49:6,14 52:17 55:5,14 56:7 65:2 66:5,8 <b>y'all</b> 160:19 <b>yeah</b> 12:6 26:5 33:2 35:19 40:1 41:3 42:11,14 47:6 117:3 156:21 159:15 160:1 161:5 162:17 166:20 175:16 <b>year</b> 6:15,17 7:10 7:16,17,18 8:10 8:11 10:4,12,16 10:16 16:16,18 17:3,4,7 18:16 21:17 24:11 26:4 26:6,7 27:1 29:6 32:14 35:17 38:18 41:4,5 50:15 55:9 61:15 63:8 64:11 73:17 76:11,14 77:9,18 87:6 98:16 99:14 101:16 103:8,8,15 103:19,19 104:4 107:4 123:12 127:7,12 128:2 132:1,8,20 134:7 141:15 <b>year's</b> 10:10	<b>years</b> 6:4 15:2 16:15 21:8 23:13 25:9 29:3 41:2 46:17 53:7 55:3 60:12 77:9 83:4 92:3 99:11 101:1 101:5,6,18 102:12 102:15 103:12,18 104:16 106:3,4 107:4,5 110:14,18 110:20 113:11 120:16 121:5,15 122:12,12 126:10 131:6 133:3 143:4 162:19 <b>yesterday</b> 170:1 <b>yield</b> 116:9 <b>yields</b> 111:2 <b>ymca</b> 43:11,12 45:15 46:6 48:9 48:18 52:12 55:12 55:18,20 56:15 74:3 <b>young</b> 7:21 10:21 20:17 47:15 <b>younger</b> 46:4 <hr/> <b>z</b> <hr/> <b>zack</b> 161:9 <b>zak</b> 161:7 <b>zero</b> 77:8 81:8 <b>zimmer</b> 100:21
--	---	--	--