



Deposition of:  
**Talbot County Council Meeting**

*November 9, 2021*

In the Matter of:  
**Talbot County Council Meeting**

**Veritext Legal Solutions**

800-734-5292 | [calendar-dmv@veritext.com](mailto:calendar-dmv@veritext.com) |

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

November 9, 2021; 6:00 p.m.

Council Chambers, Easton, Maryland

COUNCIL MEMBERS:

Pete Leshner

Frank Divilio

Corey W. Pack

Laura E. Price

Reported by

Diane Houlihan

Page 2	Page 4
<p>1 TRANSCRIPT OF PROCEEDINGS</p> <p>2</p> <p>3 MR. LESHER: I will call this meeting to</p> <p>4 order.</p> <p>5 Mr. Callahan is absent, a planned absence</p> <p>6 today. So I'm sitting in his seat today.</p> <p>7 And we will start with an opening prayer</p> <p>8 by Mr. Divilio, followed by the Pledge, if you</p> <p>9 will please rise.</p> <p>10 (Prayer and Pledge of Allegiance.)</p> <p>11 MR. LESHER: Thank you, Mr. Divilio.</p> <p>12 Council has an agenda before it. Are</p> <p>13 there any additions or deletions from the</p> <p>14 agenda?</p> <p>15 MR. DIVILIO: Council President, Vice</p> <p>16 President Leshner, I would like to make a motion</p> <p>17 to amend the agenda to remove item G under the</p> <p>18 county manager's report and bring it back at a</p> <p>19 later time.</p> <p>20 MR. LESHER: Do we have a second to do so?</p> <p>21 MS. PRICE: No objection.</p>	<p>1 that works, offering person-centered,</p> <p>2 compassionate care, ensuring people dignity,</p> <p>3 choice, and quality of life.</p> <p>4 And whereas, the hospice model involves an</p> <p>5 interdisciplinary team-oriented approach to</p> <p>6 treatment, including expert medical care,</p> <p>7 quality symptom control, and comprehensive pain</p> <p>8 management as a foundation of care.</p> <p>9 And whereas, beyond providing physical</p> <p>10 treatment, hospice attends to the patient's</p> <p>11 emotional, spiritual, and family needs and</p> <p>12 provides family services like respite care and</p> <p>13 bereavement counseling.</p> <p>14 And whereas, palliative care delivers</p> <p>15 expertise to improve quality of life and relief</p> <p>16 from pain, can be provided at any time during</p> <p>17 an illness. And hospices are some of the best</p> <p>18 providers of community-based palliative care.</p> <p>19 And whereas, a growing body of</p> <p>20 peer-reviewed research indicates that timely</p> <p>21 access to hospice and palliative care can</p>
Page 3	Page 5
<p>1 MR. PACK: No objection.</p> <p>2 MR. LESHER: If there's no objection, the</p> <p>3 chair will move that the amended agenda be</p> <p>4 approved by unanimous consent.</p> <p>5 Council has disbursements for November 2nd</p> <p>6 and November 9th. Are there any questions</p> <p>7 regarding the disbursements? Hearing none, the</p> <p>8 chair moves that the disbursements be approved</p> <p>9 by unanimous consent.</p> <p>10 And next we have a proclamation for</p> <p>11 National Hospice and Palliative Care Month.</p> <p>12 And if the secretary will read the proclamation</p> <p>13 in the record, please.</p> <p>14 SECRETARY: Proclamation, National Hospice</p> <p>15 and Palliative Care Month November 2021.</p> <p>16 Whereas, for more than 40 years, hospice</p> <p>17 has helped provide comfort and dignity to</p> <p>18 millions of people, allowing them to spend</p> <p>19 their final months at home surrounded by their</p> <p>20 loved ones. And as Medicare's first proven</p> <p>21 coordinated care model, hospice is a program</p>	<p>1 decrease hospitalizations and emergency room</p> <p>2 visits and increase quality of life for</p> <p>3 patients and family caregivers.</p> <p>4 And whereas, every year more than one and</p> <p>5 a half million Americans living with</p> <p>6 life-limiting illness and their families</p> <p>7 receive care from the nation's hospice programs</p> <p>8 and communities throughout the United States.</p> <p>9 And whereas, hospice and palliative care</p> <p>10 organizations are advocates and educators that</p> <p>11 advanced care planning that help individuals</p> <p>12 make decisions about the care they want.</p> <p>13 And whereas, the Centers for Medicare and</p> <p>14 Medicaid Services have pledged to put patients</p> <p>15 first in all of its programs, including</p> <p>16 hospice, ensuring a coordinated and patient led</p> <p>17 approach to care, protecting patient choice and</p> <p>18 access to individualized services based on a</p> <p>19 patient's unique care needs and wishes.</p> <p>20 Now, therefore, be it resolved that we,</p> <p>21 the County Council of Talbot County, do here</p>

Page 6	Page 8
<p>1 proclaim November 2021 as National Hospice And                  2 Palliative Care Month in Talbot County,                  3 encourage citizens to increase their                  4 understanding and awareness of care at the end                  5 of life, and to observe this month with                  6 appropriate activities and programs.                  7 Given under our hands in the great seal of                  8 Talbot County this 9th day of November in the                  9 year of our Lord 2021.                  10 MR. PACK: So moved.                  11 MR. LESHHER: Thank you. Do we have a                  12 motion --                  13 MR. PACK: So moved.                  14 MR. LESHHER: -- to move the proclamation?                  15 MR. DIVILIO: Second.                  16 MR. LESHHER: Madam Secretary, if you would                  17 call the roll.                  18 SECRETARY: Mr. Leshher.                  19 MR. LESHHER: Aye.                  20 SECRETARY: Mr. Divilio.                  21 MR. DIVILIO: Aye.</p>	<p>1 MS. CRANFORD: That's fine.                  2 MR. LESHHER: The voice of experience over                  3 here.                  4 MR. PACK: And then we'll bring you guys                  5 up.                  6 MS. CRANFORD: They scattered.                  7 MR. PACK: I gave them a way out. I'm                  8 sorry.                  9 MS. CRANFORD: We brought our team with                  10 us. You know we are a part of an                  11 interdisciplinary team that takes care of our                  12 patients.                  13 We helped over 300 hospice patients last                  14 year and over 105 on palliative care.                  15 Talbot Hospice is an integral part of this                  16 community. And you guys are a great support to                  17 us in everything that we do here. We have a                  18 home-based care that Dawn runs. We have the                  19 in-house hospice, which we have 12 beds, as you                  20 well know, which we had to during COVID tamp                  21 down a little bit. But we're back up to</p>
Page 7	Page 9
<p>1 SECRETARY: Ms. Price.                  2 MS. PRICE: Aye.                  3 SECRETARY: Mr. Pack.                  4 MR. PACK: Aye.                  5 MR. LESHHER: And who do we have here with                  6 this? Mr. Divilio will present this. Anybody                  7 who is with Mia Cranford and anybody who cares                  8 to accompany you up here to talk about your                  9 work.                  10 MS. CRANFORD: Thank you for having us                  11 here today. We have brought our team with us.                  12 MR. PACK: Why don't you take a seat                  13 first.                  14 MS. CRANFORD: Take a seat?                  15 MR. PACK: And then you can go ahead and                  16 address Council. Get behind her. And then                  17 we'll bring you guys up for a photo. How about                  18 we do that? That way we can get you at the                  19 mike and hear your responses appropriately.                  20 I'm sorry, Mr. Leshher. I just want to...                  21 MR. LESHHER: Thank you.</p>	<p>1 running 12 beds and running full speed ahead.                  2 I'm happy to answer anything that I can if                  3 you have any questions.                  4 MR. LESHHER: I had I think just pre-COVID                  5 the opportunity to tour the expanded                  6 facilities. And what Talbot has here both in                  7 terms of its facilities and its services is                  8 something truly exceptional.                  9 And I have a relation who is dealing with                  10 end of life care out in California. And not                  11 everybody has the resources available that                  12 Talbot Hospice offers here.                  13 So we truly value the work we do and know                  14 what a gem Talbot Hospice is to the Talbot                  15 County community.                  16 MS. CRANFORD: Thank you. Our nurses hold                  17 people's hands. And one day somebody will hold                  18 their hand. And that's how they look at it.                  19 They're walking people home.                  20 MR. PACK: I would echo what Mr. Leshher                  21 just said. Thank you all for all that you do</p>

Page 10	Page 12
<p>1 for the families that you care for and as well                  2 as for your patients to make sure to welcome                  3 them home in their final stage of life here.                  4 My 15 years on the Council, this is one of                  5 those resolutions that I've always looked                  6 forward to presenting because my mother as well                  7 was in hospice care back in 1999. And I know                  8 how closely my family relied on those nurses                  9 and the staff to put us at ease. So I know                  10 what families go through during the very                  11 difficult and sensitive time.                  12 So thank you ladies very much for doing                  13 this here. We really appreciate it. And I                  14 know the families here in Talbot County do as                  15 well.                  16 MS. CRANFORD: We have run a year-long                  17 campaign that we are running again called Know                  18 Us Before You Need Us. We are big advocates of                  19 people who aren't even in the thought process                  20 of hospice of learning about us because                  21 sometimes when you are in the moment, you can't</p>	<p>1 clinical home care manager.                  2 MS. CORBIN: Tracy Corbin, human                  3 resources.                  4 MS. MURRAY: Megan Murray. Sorry.                  5 Volunteer and pathways coordinator.                  6 MS. BLACKISTON: Ginni Blackiston. I'm the                  7 palliative care coordinator.                  8 MS. HALL: And Colby Hall. I'm the                  9 clinical manager of the Hospice House.                  10 MR. PACK: Thank you.                  11 MS. CRANFORD: I'm Mia Cranford. I'm the                  12 director of development.                  13 MS. PRICE: I had experience with my                  14 grandmother. It's been a long time. It's been                  15 ten years.                  16 But I just remember at the end of her life                  17 and she had been in the nursing homes. And                  18 while they try, they just don't have the same I                  19 guess resources that you all do. And it was                  20 such a blessing. We knew it was sad. But when                  21 she got moved there, the end was so much more</p>
Page 11	Page 13
<p>1 really comprehend everything that you need to                  2 know.                  3 And so anytime that we can bring awareness                  4 to what we do when people are not needing us,                  5 then when they do need us, they're able to                  6 recall things that they passively learned.                  7 And we put a booklet together that I will                  8 actually send each of you a copy that will                  9 help. It's all stories of different people                  10 that have gone through hospice. And they're                  11 really great because people learn through                  12 stories and through other people's experiences.                  13 And we think it helps people to know us before                  14 you need us.                  15 MR. PACK: Before Mr. Divilio, could I                  16 ask, if you wouldn't mind, identifying the                  17 people that are with you?                  18 MS. CRANFORD: Sure. Actually I'm going                  19 to ask each of them.                  20 Go ahead.                  21 MS. RUBY: My name is Dawn Ruby. I'm the</p>	<p>1 special.                  2 And I was always amazed at the heart that                  3 people have to do this 365 days a year, the                  4 volunteers that you have in there. I mean it's                  5 one thing when it's your job, but the                  6 compassion that they have, and it's not even                  7 their own family member, just really touched my                  8 heart when she was there. And it's been about                  9 ten years.                  10 But I'm very appreciative for what you do                  11 there. So thank you very much.                  12 MS. CRANFORD: Thank you. We are blessed                  13 with volunteers that are amazing and our CNAs                  14 and our nurses, our staff is. We're blessed.                  15 Thank you.                  16 MS. PRICE: It's a gift.                  17 MS. CRANFORD: It is a gift.                  18 MR. DIVILIO: I served on Hospice of Queen                  19 Anne's basically when it was Hospice of Queen                  20 Anne's on their board. So it gave me a good                  21 glimpse really into the services that are</p>

Page 14

1 provided.

2 And I like to go back to Joe Gamble's

3 example of this community being a wagon wheel

4 and everybody is a spoke in it.

5 And thinking through hospice and going to

6 your website, I love that one of the things it

7 says on there is nobody ever knows when to call

8 hospice, when to reach out. And it says right

9 on there if you've come here, then it's time to

10 call us. And I think that that means a lot to

11 the community that you're there for that and in

12 all types of care. In the bereavement as well

13 for the families. It's not just the patients.

14 And I think that that's incredibly important to

15 make sure that we get that word out.

16 Because hospice care, you take care of all

17 walks of life, young and old. I know

18 Dr. Griffith is even on your website with a

19 video talking about the children and the effect

20 that had on them and the bereavement counseling

21 that's provided.

Page 15

1 So I greatly appreciate the service that

2 you provide, and I know that you have one of

3 the most challenging jobs there as well because

4 these services are not always covered by

5 insurance. So it does take private donations

6 to continue the great care that you provide.

7 And I just can't think of a more worthy

8 cause than taking care of our dying citizens

9 that are here. So thank you for all of your

10 efforts that you do.

11 And of course, I read the obituaries every

12 single day. It doesn't surprise me how many

13 people receive hospice care and like to

14 recognize you in that. In the little bit of

15 history of their life, the family is

16 recognizing you because you've done such a

17 wonderful job taking care of them. And I think

18 that that right there says the biggest

19 statement of all of how well the care is

20 provided.

21 MS. CRANFORD: Thank you.

Page 16

1 MR. DIVILIO: So thank you.

2 MS. CRANFORD: Appreciate it.

3 MR. DIVILIO: All right. Do the photo

4 now.

5 MS. CRANFORD: Now we can do the photo.

6 MR. LESHHER: Bring you guys up and get the

7 proclamation presented to you.

8 MR. STAMP: Head right up front.

9 MS. CRANFORD: Should we go up here?

10 Okay.

11 MR. STAMP: Put your smiles on. Want me

12 to take a picture with your camera as well?

13 MS. CRANFORD: Would you, yes.

14 MR. STAMP: Sure. Good. In a little bit.

15 There we go. Perfect. Okay. Perfect. One

16 more.

17 Beautiful group of people. Great. Thank

18 you.

19 MS. CRANFORD: Thank you.

20 MS. RUBY: Thank you very much.

21 MR. PACK: Thank you, ladies.

Page 17

1 MS. CORBIN: Thank you.

2 MS. MURRAY: Thank you all.

3 MS. BLACKISTON: Thank you very much.

4 MS. HALL: Thank you.

5 MR. LESHHER: Thank you.

6 And next we have a proclamation for Animal

7 Shelter Appreciation Week. Madam Secretary, if

8 you'll read the proclamation into the record.

9 SECRETARY: Proclamation, National Animal

10 Shelter Appreciation Week, November 7th through

11 the 13, 2021.

12 Whereas, animal shelters are vital

13 resources to communities throughout the United

14 States, serving as a safe haven for animals, a

15 great place to adopt a new family pet, and as a

16 place which provides critical services,

17 including reuniting lost pets with their

18 owners, teaching children to care about

19 animals, offering spay neuter services to help

20 reduce the pet overpopulation, and

21 investigating cruelty and neglect complaints.

Page 18	Page 20
<p>1 And whereas, of the estimated six to                  2 8 million homeless animals that seek refuge in                  3 the 3,500 mostly nonprofit animal shelters in                  4 the United States each year, only approximately                  5 half are adopted. And of the 63 percent of                  6 American households which include pets, fewer                  7 than 20 percent of those pets were adopted from                  8 shelters.                  9 And whereas, National Animal Shelter                  10 Appreciation Week is the perfect opportunity to                  11 become acquainted with local animal shelters by                  12 adopting a pet and giving it a second chance by                  13 being a responsible pet owner and not letting                  14 your pet run loose, spaying or neutering, and                  15 providing the pet with an identification collar                  16 or microchipping in the event it does get lost                  17 and by donating supplies and funding to the                  18 shelters, which depend on the support of the                  19 community in their efforts to help the animals                  20 in their care.                  21 Now, therefore, be it resolved that we,</p>	<p>1 MR. DIVILIO: Aye.                  2 SECRETARY: Ms. Price.                  3 MS. PRICE: Aye.                  4 SECRETARY: Mr. Pack.                  5 MR. PACK: Aye.                  6 MR. LESHER: And Ms. Quimby, would you                  7 like to come forward and speak about...                  8 MS. CRANKSHAW-QUIMBY: Sure.                  9 MR. LESHER: Hospice. No. If you would                  10 like to speak about Talbot Humane.                  11 MS. CRANKSHAW-QUIMBY: Talbot Humane.                  12 Although hospice is very important in my                  13 family. My mother is one of those volunteers.                  14 And I agree, I don't know how they do what they                  15 do.                  16 Thank you for acknowledging National                  17 Animal Shelter Appreciation Week. This is                  18 actually one of my favorite times of year                  19 because it gives me a reason to celebrate my                  20 staff every day this week with treats and                  21 prizes and things that we get donated. They do</p>
Page 19	Page 21
<p>1 the County Council of Talbot County, do hereby                  2 proclaim November 7th through the 13, 2021, as                  3 National Animal Shelter Appreciation Week in                  4 Talbot County, recognize the important role of                  5 local animal shelters in our communities and                  6 the hardworking individuals who are employed or                  7 volunteer there, and encourage citizens to                  8 support the local animal shelter in their                  9 community.                  10 Given under our hands in the great seal of                  11 Talbot County this 9th of November in the year                  12 of our Lord 2021.                  13 MR. PACK: So moved.                  14 MR. LESHER: Thank you, Mr. Pack.                  15 MR. DIVILIO: Second.                  16 MR. LESHER: We have a motion and second.                  17 Madam Secretary, if you would call the roll,                  18 please.                  19 SECRETARY: Mr. Leshner.                  20 MR. LESHER: Aye.                  21 SECRETARY: Mr. Divilio.</p>	<p>1 a lot of work. 365 days a year we have staff                  2 on duty. And it's important for our community                  3 to realize that. And we appreciate you                  4 acknowledging the need and the importance of a                  5 humane and progressive shelter in our                  6 community.                  7 I wanted to share some trends with you.                  8 Of course, when I was here in July, I gave you                  9 the fiscal year numbers.                  10 So the first quarter of this fiscal year,                  11 our intake is up by 20 percent from last year.                  12 But that was expected. Last year was an                  13 anomaly of low intake animals. And this is a                  14 trend across the country. It's in line with                  15 pre-COVID. So we're not concerned about those                  16 numbers.                  17 You may have heard about animals being                  18 surrendered in droves after COVID, people are                  19 dumping animals in shelters. We have seen no                  20 evidence of that here. And across the country,                  21 there's not really evidence of that. It's</p>

Page 22

1 sensational to say that, but we're not really  
 2 seeing that.  
 3 We're seeing more surrenders because of  
 4 housing issues because of the lift on the  
 5 moratorium of evictions. So we're seeing other  
 6 problems, but it's not people just tired of  
 7 pets.  
 8 Our current shelter population is 122  
 9 animals, 105 felines, 13 canines, four small  
 10 mammals, and of course, our office bird. And  
 11 we have 23 animals in foster care. This is in  
 12 line with normal time this year. This is our  
 13 highest time for especially cats. So please  
 14 come adopt. There is no adoption fee for  
 15 felines.  
 16 Our animal control, we have one officer  
 17 again right now, one officer. Thank goodness  
 18 for Officer Gonzalez. And I am the other  
 19 officer right now when I need to go out on the  
 20 road. 119 initial complaints. That does not  
 21 include public assistance, delivering food to

Page 23

1 people, transportation of animals to the vet.  
 2 And we are searching for another officer. So  
 3 if anybody out there would like to apply,  
 4 please do.  
 5 We have seen an increase in complaints of  
 6 cruelty and neglect. And this, again, is  
 7 something that we're seeing as a trend across  
 8 the area and country. The concerns of mental  
 9 health, domestic changes from the pandemic, and  
 10 stressors are all theories why this is  
 11 happening. Our goal is to do what we can to  
 12 ensure people have the skills they need if they  
 13 need help.  
 14 We often hear people when they talk about  
 15 an animal being neglected, it's often people  
 16 don't know where to turn or what programs are  
 17 out there to help them.  
 18 So our intervention program has really  
 19 been life changing for the animals here on the  
 20 midshore. We encourage residents who are in  
 21 need of pet feed, supplies such as crates to

Page 24

1 train indoor pets, litter pan issues, behavior  
 2 assistance, medical intervention for acute  
 3 needs to place contact our office. That's what  
 4 we are here for. Those programs have helped us  
 5 reduce intake in the shelter. We are  
 6 estimating over the past two years,  
 7 approximately 200 animals did not enter our  
 8 shelter because of this program.  
 9 To give you a little numbers for this  
 10 calendar year, January to October, 719  
 11 citizen-owned pets were spayed and neutered,  
 12 321 shelter pets were spayed and neutered, 100  
 13 citizen-owned pets received above and beyond  
 14 care, such as tooth extractions, (inaudible)  
 15 removals during the spay neuter surgeries. We  
 16 had 21 feline behavioral consultations, six  
 17 canine behavioral consultations, 17 above and  
 18 beyond vet procedures were provided, and we  
 19 microchipped 723 animals. So we're hoping to  
 20 end strong this calendar year. And those  
 21 numbers obviously will continue to grow.

Page 25

1 Our microchips are only \$10. We encourage  
 2 the public to have your pet microchipped and  
 3 keep that information up to date because if we  
 4 don't have a number, we can't reach you,  
 5 microchip is useless.  
 6 MS. PRICE: While I'm thinking of it, can  
 7 I ask you the question right now?  
 8 MS. CRANKSHAW-QUIMBY: Sure.  
 9 MS. PRICE: What information is in the  
 10 microchip? Just a phone number or is there an  
 11 address tied to it? What actually goes into  
 12 it?  
 13 MS. CRANKSHAW-QUIMBY: So it's actually  
 14 just a sequence of numbers. We call a number.  
 15 They'll give us the information. They usually  
 16 won't give the public, if somebody finds your  
 17 dog --  
 18 MS. PRICE: -- has to change it.  
 19 MS. CRANKSHAW-QUIMBY: Yes. You just go  
 20 online to whatever microchip you have. We can  
 21 scan the animal and give you your appropriate,



Page 26

1 give you the correct microchip so that you can  
 2 go online. So if people don't know what their  
 3 microchip number is or they've lost the  
 4 information --  
 5 MS. PRICE: Is it just a name and a phone  
 6 number? Is there an address?  
 7 MS. CRANKSHAW-QUIMBY: It has everything  
 8 attached to it when animals are microchipped,  
 9 but that's not provided to the general public.  
 10 Generally shelters are the only ones or  
 11 veterinarians who can get all of that  
 12 information.  
 13 MS. PRICE: Because we hear about it all  
 14 the time. It's like well, what information is  
 15 actually in there. Thank you.  
 16 MS. CRANKSHAW-QUIMBY: When you register,  
 17 all that information that you provide is  
 18 provided in there and also an alternative  
 19 contact. So if you're out of the country,  
 20 somebody else can be called.  
 21 MS. PRICE: Thank you.

Page 27

1 MS. CRANKSHAW-QUIMBY: Sure. We received,  
 2 again, for 2022 the Department of Agriculture  
 3 spay neuter grant. This will be our eighth  
 4 year receiving this grant. We are receiving  
 5 \$31,530 to spay and neuter 500 dogs within  
 6 Talbot and Dorchester Counties.  
 7 We're continuing to offer our senior  
 8 internships. And we have an opening for after  
 9 the new year. So if anybody has children who  
 10 are juniors or seniors who are going into the  
 11 animal sciences, we would love to have them as  
 12 our intern at the shelter.  
 13 We always need volunteers. We have many  
 14 things coming up. An example, we just had 46  
 15 runners and three coaches complete the  
 16 historical half marathon Saturday. We have  
 17 trained them through the past 12 weeks. It  
 18 takes a lot of bodies and time. Volunteers are  
 19 useful for that. They raised \$26,000 for the  
 20 shelter.  
 21 We have a holiday boutique opening on

Page 28

1 Friday right next to the shelter where the old  
 2 rectory was. And I'm very excited about that.  
 3 It's going to have unique gifts, local  
 4 artisans. So come shop and you're supporting  
 5 your local shelter.  
 6 And we have fun things coming up for the  
 7 holidays. We have Santa coming for pets and  
 8 people. And of course, our cookie walk is  
 9 returning this year.  
 10 And I shared in July that I'm super  
 11 excited to share about our 90th anniversary  
 12 next year. August 3, 2022, will be our 90th  
 13 anniversary of serving the community. And we  
 14 have a lot of fun things coming up.  
 15 So I just want to thank you for having me  
 16 and listening to my -- I could talk about the  
 17 shelter for hours. But we very much appreciate  
 18 your continued support of what we do at the  
 19 shelter.  
 20 MR. LESHER: Thank you. My household is  
 21 one of those that has adopted from Talbot

Page 29

1 Humane in the past, and we remain very happy  
 2 with our adoptee.  
 3 But thank you for all you do and for the  
 4 services that you provide to the community.  
 5 MR. PACK: And again, thank you for all  
 6 that you and your staff do for the animal  
 7 population here in Talbot County.  
 8 I'm also glad to hear that during the  
 9 crisis that we're still, the pandemic that  
 10 we're still enduring, I know one of the things  
 11 that your department was very helpful in, along  
 12 with Geneva and her staff, is making sure that  
 13 when we did our food banks, that we also  
 14 included pet food in our food bank.  
 15 MS. CRANKSHAW-QUIMBY: Yes.  
 16 MR. PACK: So that if citizens were hit  
 17 with loss of income, they could still use the  
 18 food banks to come in and get those provisions.  
 19 MS. CRANKSHAW-QUIMBY: Yes, definitely.  
 20 MR. PACK: So glad to see that there  
 21 wasn't a mad rush to abandon pets due to that.

Page 30

1 MS. CRANKSHAW-QUIMBY: Right.  
 2 MR. PACK: And we had put that in place  
 3 during our COVID response efforts.  
 4 MS. CRANKSHAW-QUIMBY: Yes. It's been --  
 5 we've had our pet pantry since 2008. And it's  
 6 been ebb and flow of need, but it's been very  
 7 used in the past two years.  
 8 MR. PACK: Right, right. Sure has been.  
 9 Thank you.  
 10 MS. CRANKSHAW-QUIMBY: Thanks.  
 11 MR. DIVILIO: And I would just like to  
 12 echo. I greatly appreciate the services you  
 13 provide.  
 14 Similarly to hospice, there's a lot of  
 15 services that are provided that many in the  
 16 community don't know until they desperately  
 17 need it and they're looking for a resource.  
 18 And that's one thing that you have really  
 19 excelled at, is putting the name out there,  
 20 letting everyone know all of the services and  
 21 making yourself readily available.

Page 31

1 Whether it's through the running, through  
 2 the donations, the Santa, all the events that  
 3 you do, you do a great job of branding yourself  
 4 and making sure that everybody in the community  
 5 knows. And animals are like family members to  
 6 most of this community. So you're basically  
 7 the foster home. You have the orphans.  
 8 It's great to see the volunteers that are  
 9 coming in. And just as any other, as teachers  
 10 going back, there's a great benefit of when you  
 11 get to go in, you see the animals, you take  
 12 care of them and go home feeling much better  
 13 about it even if you didn't take one home.  
 14 Hopefully you do.  
 15 Animals are a great benefit to all. And  
 16 right now, with mental health as crazy as it  
 17 is, they're a great person, that little body to  
 18 keep you and help you get through it.  
 19 So thank you for taking care of them and  
 20 keeping them off the streets where they  
 21 wouldn't be safe.

Page 32

1 MS. CRANKSHAW-QUIMBY: Thank you. And I  
 2 echo that. My pets have helped my mental  
 3 health through the past two years, very much  
 4 so. Yes.  
 5 And the shelter pets, too. I have office  
 6 pets and I have home pets.  
 7 MR. LESHER: If you'd like to come forward  
 8 and Mr. Divilio will present the proclamation.  
 9 MR. STAMP: Okay. Perfect. Thank you.  
 10 MS. CRANKSHAW-QUIMBY: Thank you.  
 11 MR. LESHER: Thank you so much.  
 12 Next up, we have a presentation of the  
 13 2020 to 2021 annual report for Talbot County  
 14 Public Schools. Dr. Griffith, our  
 15 superintendent, and Board President Susan  
 16 Delean-Botkin.  
 17 MS. DELEAN-BOTKIN: Thank you. Very nice  
 18 to be here. Good to see you.  
 19 MR. LESHER: Thank you.  
 20 MS. DELEAN-BOTKIN: Yup. Mr. Pack.  
 21 MR. PACK: Thank you.

Page 33

1 MR. STAMP: Oh, thank you.  
 2 SECRETARY: Thank you.  
 3 MS. DELEAN-BOTKIN: Thank you.  
 4 MR. LESHER: And Dr. Griffith, we might  
 5 start off by congratulating you on being named  
 6 superintendent of the year.  
 7 DR. GRIFFITH: Why, thank you, thank you.  
 8 MR. LESHER: We've long known what a gem  
 9 we have. It's nice to see that the rest of the  
 10 State now knows as well.  
 11 DR. GRIFFITH: Well, thank you very much.  
 12 I really appreciate that.  
 13 So we're here this evening to share with  
 14 you our annual report from last year. We're  
 15 really proud of a lot of accomplishments. It  
 16 was a rough year last year, but we were very  
 17 innovative and creative during the school year  
 18 to make sure that our students were in. We  
 19 were one of the counties that had our students  
 20 in the most in person. And I think that comes  
 21 with everyone working as a team, making sure

Page 34

1 safety is first and going at a pace that is  
 2 appropriate when it comes to making decisions  
 3 and making transitions.  
 4 We have an amazing team here. Those  
 5 Wednesday COVID calls. I know Geneva is in the  
 6 back. Thank you, Geneva, for doing that  
 7 because it really helps keep us abreast of what  
 8 is going on in our community because the  
 9 community transmission is what keeps us either  
 10 in school or out of school. So we really  
 11 appreciate that.  
 12 So we're here tonight to walk you through  
 13 the annual report. And really the PowerPoint  
 14 is just each page of the annual report.  
 15 So the first page is just absolutely  
 16 beautiful children. I think, let's see. Do I  
 17 just go --  
 18 MS. MORRIS: I think you just scroll down.  
 19 DR. GRIFFITH: Okay. I can do that, too.  
 20 There we go.  
 21 The first page is our children.

Page 35

1 The second page, maybe Susan would  
 2 introduce her board members, fellow board  
 3 members.  
 4 MS. DELEAN-BOTKIN: We have fabulous board  
 5 members, as I am sure you know. Mr. Michael  
 6 Garman is our vice president, Candace Henry,  
 7 Emily Jackson, April Motovidlak, Mr. Otis  
 8 Sampson, Mary Wheeler. And then we have two  
 9 student board members. We have Joel Duah.  
 10 He's from Easton High School. And Macy  
 11 Motovidlak, who also happens to be April's  
 12 daughter, is our student member from  
 13 St. Michael's.  
 14 DR. GRIFFITH: Yes. And I have to say  
 15 having two student board members -- and you  
 16 remember I believe it was Jaelon Moaney that  
 17 changed that law so we can have two student  
 18 board members. And it's been a delight because  
 19 they really do go around to the schools and  
 20 report on everything that's happening from a  
 21 student's perspective to the board. And I

Page 36

1 think that's been really helpful.  
 2 So if we keep on scrolling down, the one  
 3 thing I can share with you about our  
 4 demographics. During the pandemic last year,  
 5 we kept our enrollment around 4,500, about  
 6 4,524. The year before it was more in the  
 7 4,600s. So we definitely were down last year  
 8 by about 130 students.  
 9 We are up a little bit this year, 30 more  
 10 students, but not back to where we were the  
 11 year before.  
 12 Our demographics have remained. This  
 13 demographic has us at 54 percent white and  
 14 22 percent Hispanic. This year is 53 percent  
 15 whites and 24 percent Hispanic. So the  
 16 Hispanic population is growing in our school  
 17 system, and that does reflect sometimes some of  
 18 our resource needs.  
 19 I can also tell you that we do have about  
 20 ten percent for special education and our  
 21 English language learner population has grown

Page 37

1 from 11 percent to 12 percent this year.  
 2 Homeless last year at all times last year  
 3 was 121. We currently have 168 homeless now  
 4 this early in the school year. So that is  
 5 something we're keeping an eye on and we're  
 6 making sure that -- and those are the ones we  
 7 know about. But that is as a result of the  
 8 pandemic with some people losing their jobs.  
 9 And we have about 673 employees. We break  
 10 it down by teachers and administrators and  
 11 support staff. And of course, we can't do this  
 12 job without our support staff. They're  
 13 amazing, and we've been very blessed.  
 14 So the next page takes us to our strategic  
 15 plan. And what we basically did was we  
 16 finished up our Vision 2020 plan. We brought  
 17 that same group back together, added some  
 18 people that may needed to be filled in with the  
 19 same category. And they did a sore analysis.  
 20 They looked at our strengths and opportunities  
 21 and really looked to see what were we able to

Page 38

1 accomplish and what we did not accomplish.  
 2 And how that strategic plan came out was  
 3 basically everyone felt in that committee we  
 4 still need to work on a diverse population.  
 5 Our workforce does not mirror our student  
 6 population when it comes to demographics. So  
 7 we need to continue to work on that. That's  
 8 really important.  
 9 Another thing that we want to continue to  
 10 do is promote within and really do our grow our  
 11 own program and really try to support that.  
 12 And I can tell you this year we did hire  
 13 ten of our teachers this year were from a  
 14 couple of our grow our own programs. We had  
 15 four people that were hired this year that were  
 16 IAs and became teachers. That is employee to  
 17 work program.  
 18 And then we had six from that actually  
 19 went into education through -- that graduated  
 20 from either St. Michael's or Easton and then  
 21 they were employed as teachers this year. So

Page 39

1 we are very excited to see those programs  
 2 working. But we want to continue thinking of  
 3 things out of the box to retain them.  
 4 The second one was academic equity. We  
 5 feel like that we need to continue to really  
 6 look to make sure that we don't have obstacles  
 7 in front of children that want to take certain  
 8 courses and we want to make sure everyone has  
 9 opportunity. We also wanted to segment our  
 10 data to make sure that we don't have any gaps.  
 11 I'm very proud that last school year, and  
 12 you'll see in a few minutes, we had one of the  
 13 highest graduation rates and the lowest dropout  
 14 rates that we've ever had in Talbot County.  
 15 But what I'm most proud of is we closed those  
 16 achievement gaps. So we don't have as much of  
 17 a gap between the different races in the  
 18 graduation rate and dropout rate. And that's  
 19 really key. It's important to focus on each  
 20 individual child.  
 21 And the other one, social emotional

Page 40

1 learning. And to be honest, that came out of  
 2 the pandemic last year. There was a lot of  
 3 discussion. This plan was written with that  
 4 committee during the pandemic. And a lot of  
 5 people knew that was going to be something that  
 6 we needed to do, which is why we applied for  
 7 the Aware grant. And I know I've talked to you  
 8 about the Aware grant. That's giving us about  
 9 a million dollars each year for the next five  
 10 years to get social workers in our school,  
 11 mental health therapists in our school, and to  
 12 really do some community partnerships. I know  
 13 we have a Mental Health Awareness Day tomorrow  
 14 that you all were invited to the training and  
 15 also the board members and community members.  
 16 So we're now taking the mental health  
 17 workshops that we've given our staff, we're  
 18 getting out into our community partners and  
 19 we're also getting out to the parents and doing  
 20 more with our students.  
 21 So we do think that that's going to be

Page 41

1 time well spent. And it's definitely really  
 2 exciting to see that we got this grant.  
 3 Perfect timing, if you will.  
 4 And if you take a look at the next page,  
 5 these were all the accomplishments that we had  
 6 this past year. And I don't know if you want  
 7 to highlight a few of them, but I know the  
 8 first one is Easton Elementary School. And we  
 9 couldn't have done that without you all.  
 10 That's for sure.  
 11 MS. DELEAN-BOTKIN: We tremendously  
 12 appreciate that. And I am sure you also know  
 13 that we have now gotten national recognition  
 14 and we'll be receiving the lead award. And  
 15 each of you will be getting an invitation to  
 16 the ceremony for that. That is coming up in  
 17 December.  
 18 Some things that are really exciting are  
 19 expanding the apprenticeships and the  
 20 internship opportunities throughout the county,  
 21 as well as implementing the new nursing program

Page 42	Page 44
<p>1 at Easton High School. We've got really high 2 quality leadership that is involved in that. 3 And the whole I think county can appreciate how 4 much that's going to benefit us, including 5 hospice. All the ladies have gone home, 6 however.</p> <p>7 DR. GRIFFITH: They're going to appreciate 8 those CNAs when they graduate.</p> <p>9 MS. DELEAN-BOTKIN: They will.</p> <p>10 We've adopted some new curriculum 11 particularly for algebra one, geometry, and 12 algebra two. This is something we have to keep 13 up with at all times, as you know how fast 14 everything is going electronically. I know I 15 can't even begin to do half the stuff my 16 grandchildren do. And so this is where it all 17 starts, right here in our schools and earlier 18 and earlier.</p> <p>19 Kelly already mentioned the additional 20 social workers that are so desperately needed 21 this year and the additional training that all</p>	<p>1 exciting for us.</p> <p>2 And we've added network cabling. And I 3 just had a conversation earlier today in my 4 office about children who were unable to attach 5 to the Internet in order to get their education 6 during the main parts of the pandemic. And 7 we're working to resolve that. And some of 8 that came through grants and then we also have 9 Eastern Utilities working.</p> <p>10 Mr. Pack, I'm sorry.</p> <p>11 MR. PACK: Yeah. I'm sorry. Susan, did 12 you say -- in the book here it says lunch and 13 breakfast. Did you say both lunch and 14 breakfast?</p> <p>15 MS. DELEAN-BOTKIN: Yes.</p> <p>16 MR. PACK: Were free?</p> <p>17 MS. DELEAN-BOTKIN: Yes.</p> <p>18 DR. GRIFFITH: And they have it again this 19 year, too. It's through the federal 20 government.</p> <p>21 MR. PACK: I thought it was just</p>
<p>Page 43</p> <p>1 staff are getting and being offered to their 2 parents as well. And then we had the grants.</p> <p>3 And we will be getting more information to 4 you about the Easton High School roof, but 5 that, as we all are working together on that to 6 get that completed, we were only able to do 7 part of it this year.</p> <p>8 DR. GRIFFITH: We are at 50 percent. So 9 we're on target to keep going and get finished 10 a little bit earlier than we expected, but 11 that's good too.</p> <p>12 MS. DELEAN-BOTKIN: Another thing. We 13 nurture our children's education, but we have 14 to feed them, too. And this is extremely 15 important that all children are offered free 16 breakfast and free lunch through the farms 17 program. And there is no discrimination. 18 Anybody can have the free meal. Doesn't matter 19 which economic social class you come from.</p> <p>20 And then we've expanded our pre-k program, 21 which you also know about. This is very</p>	<p>Page 45</p> <p>1 breakfast. Lunch as well?</p> <p>2 DR. GRIFFITH: Both.</p> <p>3 MS. PRICE: So does anybody pay or just --</p> <p>4 DR. GRIFFITH: Not this year, nor last 5 year.</p> <p>6 MS. PRICE: You can't even if you want to?</p> <p>7 DR. GRIFFITH: If you want to buy extra, 8 like a la carte.</p> <p>9 MR. PACK: Okay. Thank you.</p> <p>10 MS. DELEAN-BOTKIN: All right.</p> <p>11 DR. GRIFFITH: And the last thing I think 12 that was big on here was we raised over half a 13 million on our education foundation. So that's 14 going right back into the grants to our 15 students and our teachers. So we're excited 16 about that.</p> <p>17 So then if we go to academic excellence, 18 and I hit on this a little bit. But we did 19 take our graduation rate in the past eight 20 years from 85 percent to 96 percent and our 21 dropout rate went from ten to two percent.</p>

Page 46

1 This past year we had 335 graduates.  
 2 We have seen a decrease of students going  
 3 on to two to four-year college. Used to be  
 4 more of an 80 percent. Now it's 68 percent. I  
 5 think this was mainly because of the pandemic,  
 6 to be honest with you. Some kids did not go to  
 7 college this past year for the pure fact that  
 8 it was going to be online. So some of them  
 9 decided not to go even if they were accepted.  
 10 But we also are seeing more kids going  
 11 right to work because we have more CTE programs  
 12 that offer certifications. So if they get  
 13 certified, they can go right into the world of  
 14 work.  
 15 Just so you know, right now, this is not  
 16 in this report because this is this school  
 17 year, but we have six students up at Queen  
 18 Anne's County doing the firefighter EMT  
 19 program. That's the most we've ever had.  
 20 We're starting to see more interest in those  
 21 kinds of programs.

Page 47

1 We also have students taking welding  
 2 through Chesapeake College. Some of that is  
 3 offered at the Chesapeake Maritime Museum as  
 4 well. And we have small engine repair, which  
 5 is a big one that a lot of our students are  
 6 interested in.  
 7 I know Susan talked about the CNA program.  
 8 But last year was the first time we got NJROTC  
 9 is now a CTE completer, which is really  
 10 exciting for the students that might be wanting  
 11 to go into the military. They can count that  
 12 towards their graduation requirement.  
 13 MS. PRICE: So Kelly, since we had  
 14 probably a strange year where not as many  
 15 children, young adults went to the two and  
 16 four-year institutions. Do you track that? If  
 17 they went a year later, will you kind of  
 18 recapture that information?  
 19 DR. GRIFFITH: We don't. We don't have a  
 20 way to do that because after they're 18, we  
 21 don't have access. We do survey them, but we

Page 48

1 don't have all of them that answer.  
 2 I wish we had that data. That is a data  
 3 point that we have asked many times through  
 4 Maryland State Department of Education isn't  
 5 there any way we can actually track that data.  
 6 Because to me, that's so important because we  
 7 also have students that go to college but then  
 8 leave after their first year. You know what I  
 9 mean? So it's vice versa. They might wait a  
 10 year or they might leave after a year, but we  
 11 don't have access to that information.  
 12 MS. PRICE: It might be interesting to  
 13 have the graduation rate from the college.  
 14 DR. GRIFFITH: Absolutely.  
 15 MS. PRICE: Two or four years.  
 16 DR. GRIFFITH: Absolutely.  
 17 MS. PRICE: It's kind of a self-selected  
 18 thing I guess.  
 19 DR. GRIFFITH: Yeah.  
 20 MS. PRICE: If they choose to answer a  
 21 survey.

Page 49

1 DR. GRIFFITH: Yeah, it is.  
 2 But I am excited about the students that  
 3 are getting certified.  
 4 I know the CNA program, you probably know  
 5 Chad Windsor. He's one of our very own  
 6 graduated from our system school. He's  
 7 teaching the certified nursing assistant  
 8 program at the high school.  
 9 But our kids are getting more into the CTE  
 10 programs and going into the world of work.  
 11 Our students earned more -- almost,  
 12 almost. Their goal was 20 million. They  
 13 earned 19 million in scholarships.  
 14 And we did have about 46 percent of our  
 15 graduates did one or more CTE completers for  
 16 graduation.  
 17 MS. PRICE: I got another question.  
 18 DR. GRIFFITH: Sure.  
 19 MS. PRICE: I always wondered about the  
 20 scholarships. I know when -- it's been a few  
 21 years since my boys were there. They can get

Page 50

1 accepted at however many colleges and each  
 2 college would offer a scholarship. But of  
 3 course, you're only going to attend one  
 4 college.  
 5 DR. GRIFFITH: That's correct.  
 6 MS. PRICE: So when you give your 19 or  
 7 \$20 million figure, is that --  
 8 DR. GRIFFITH: That's the amount that each  
 9 child was awarded.  
 10 MS. PRICE: Right. So it's not what they  
 11 actually accepted --  
 12 DR. GRIFFITH: Correct.  
 13 MS. PRICE: -- only go to one school?  
 14 DR. GRIFFITH: Correct. But this is how  
 15 much they actually earned in scholarship. Then  
 16 they can choose which ones they take depending  
 17 on which school they go to. Absolutely.  
 18 MR. DIVILIO: Just to follow up on that.  
 19 Is the scholarship awards night, did you do  
 20 that in person last year?  
 21 DR. GRIFFITH: They did. And they only

Page 51

1 invited certain -- they had some that were  
 2 virtual and some in person. They kind of did a  
 3 hybrid model.  
 4 MR. DIVILIO: Got you.  
 5 DR. GRIFFITH: Yeah, they did.  
 6 MR. DIVILIO: If there was ever a way to  
 7 record that and get it out to the community --  
 8 DR. GRIFFITH: That's a good idea.  
 9 MR. DIVILIO: It is just -- especially  
 10 St. Michael's. That one is so exciting.  
 11 DR. GRIFFITH: That's a very good idea.  
 12 I'll take that back because we have the  
 13 capability of doing that. So that's a good  
 14 idea. Thank you for that idea.  
 15 MR. DIVILIO: And there's a lot of those  
 16 scholarships that people don't -- everybody  
 17 looks at me because I play golf all the time.  
 18 Well, those tournaments are fundraisers for  
 19 those scholarships.  
 20 DR. GRIFFITH: Absolutely.  
 21 MR. DIVILIO: Get that out. There's a lot

Page 52

1 of local community dollars coming back.  
 2 DR. GRIFFITH: A lot of local dollars.  
 3 Absolutely. So that's a very good idea. We'll  
 4 definitely do that.  
 5 And then on this page, they also have the  
 6 number of students getting those CTE programs.  
 7 And it also has that we had 39 AP scholars, 19  
 8 AP scholars with honors, and we had 13 AP  
 9 scholars with distinction, which is quite a few  
 10 kids. That means you actually get a score of  
 11 3.5 or higher on five or more courses, which is  
 12 really hard to do. So we're really proud of  
 13 the kids.  
 14 And the next page is the college  
 15 acceptances. And I think this is important to  
 16 put out to the community because I think the  
 17 community needs to see that our kids are really  
 18 diverse in where they want to go. They are all  
 19 over the country and out of the country.  
 20 As a matter of fact, I'm trying to  
 21 remember what the name of -- Verto Education is

Page 53

1 through the University of Maryland. And  
 2 Actually Mr. Redman's son is over in London  
 3 working on his freshman year of college but  
 4 it's through the University of Maryland and  
 5 it's abroad. So some of our students are  
 6 taking advantage even going abroad.  
 7 And those are the acceptances.  
 8 And then Susan you want to talk about our  
 9 community partners since you're one of them?  
 10 MS. DELEAN-BOTKIN: I don't think we could  
 11 really function in a small community that we  
 12 have without community partners because they do  
 13 so much for us.  
 14 Midshore Community Foundation, of course,  
 15 is one of our primary partners. And I think  
 16 Kelly mentioned we've made -- contributions of  
 17 over \$500,000 have been made. They provide  
 18 scholarships, programs for the teachers can  
 19 make application for different programs that  
 20 they want to put in, like a science project,  
 21 something for the classroom. And these are

Page 54

1 awarded over the years in order to do that.

2 Easton Utilities, of course, has been huge

3 in interacting with us. And we I don't think

4 could have done the online programs without

5 them stepping up. I would go out delivering

6 meals, and I'd find a kid who didn't have

7 access. I would let Kelly know. And my God,

8 the next week when we went back, they were all

9 set up going. It was a tremendous partnership

10 that really is continuing to this day. We have

11 I think funding, extra funding to continue

12 that.

13 DR. GRIFFITH: We do.

14 MS. DELEAN-BOTKIN: And then we have

15 different community members, like Higginbottom

16 Orthodontics. The Ace mentoring program is

17 very interesting and helps student learn about

18 architecture and building. And it's huge in

19 this area, as you all know. So that program is

20 really growing so that we can, again, keep

21 people here to grow our community as well.

Page 55

1 And the Historical Society welcomes kids

2 in to do mentorship programs. And then Museum

3 of Art.

4 So I hope you take a chance, time to look

5 at those pages. And we can go and thank them

6 for participating with us.

7 DR. GRIFFITH: Yup. And then the Rotary

8 Club, Tilghman Area, Youth, St. Paul's

9 Episcopal, and Tidewater Physical Therapy. So

10 those were the ones that we -- we do a

11 different business. Each school gets to select

12 a business each year. So it's a way for us to

13 give back. And guess what they get? They get

14 a big basket of homemade goodies from culinary.

15 So that's probably the best prize I could think

16 of to get. But that's what we do to involve

17 our students, which I think is very important.

18 And then when you go to the next page,

19 it's about our budget. Again, most of our

20 budget goes to people because we're a people

21 business. So it really goes to salaries and

Page 56

1 fixed charges. I think it's really important

2 for people to note that.

3 And I also think it's important that

4 people know that we are no longer last in per

5 pupil. We're moving up. We're number 20 out

6 of 24. So we really appreciate the County

7 Council helping us get there.

8 MS. PRICE: And I always have to say this.

9 We're always top three in local funding,

10 because I'm looking at the next slide over.

11 And we're funding 65 percent of your budget.

12 DR. GRIFFITH: That's correct.

13 MS. PRICE: We're top three in the State,

14 right?

15 DR. GRIFFITH: That's correct. That is

16 correct. So that's why I say thank you very

17 much for what you do give.

18 And the last page is just to let you know

19 we really are proud of Lauren Greer, our

20 teacher of the year, and Ayonna Hayman, our

21 support staff of the year.

Page 57

1 And our budget timeline is there on the

2 side.

3 Just so that you know, we had all the

4 principals come to last board meeting, present

5 all of their requests, all the supervisors

6 presented their requests. We're putting it all

7 together. We'll be getting a first draft of

8 our budget out in December.

9 We'll have three months where we'll have a

10 public hearing, get information from the

11 community.

12 We do have a survey out there to our

13 community for parents, students, teachers, and

14 community members. We've had about 700 people

15 fill out the survey so far. And it's important

16 to get everyone's input when we do the budget.

17 The other thing, there are a couple more

18 things to share with you. One is the

19 implementation coordinator, we'll have to get

20 that in next year's budget. I know we have it

21 in a grant for this year, but you're going to



Page 58

1 work on that for next year. I have a job  
 2 description to share with you that we just got  
 3 from MSDE. So I'll send that to you, Clay.  
 4 And this is our annual report, but we  
 5 would love to do a state of the district with  
 6 you maybe in January, if that's something that  
 7 you would like to do with us together. We  
 8 think it would be really good for our community  
 9 to see the different agencies together report  
 10 on what we do for the community. I think it's  
 11 important for people to know where their tax  
 12 dollars go and what's their return on  
 13 investment, if you will.  
 14 I see this annual report sharing with our  
 15 community what their return on investment is.  
 16 And it's just a glimpse, but I think it's  
 17 important to do and be that transparent.  
 18 So thank you very much for having us here.  
 19 MS. DELEAN-BOTKIN: I'm going to put  
 20 another plug in for the state of the county  
 21 report that we'd like to do together. It's

Page 59

1 amazing how many people don't know that the  
 2 county works on the roads, the county is the  
 3 one that is funding the Sheriff's Office.  
 4 The county is out there doing many things  
 5 that our citizens don't know that you all are  
 6 doing. So we thought that that would be really  
 7 good, even though we do take a big chunk of the  
 8 budget, that the other areas also need  
 9 recognition for the excellent job that they're  
 10 doing here.  
 11 DR. GRIFFITH: And next week is American  
 12 Education Week. So thank a teacher, thank a  
 13 bus driver, thank a custodian.  
 14 And I just think it's important to really  
 15 celebrate public education. It's been a rough  
 16 couple of years, but our staff is amazing and  
 17 we really appreciate everything we're doing to  
 18 educate our children in our community.  
 19 So thank you.  
 20 MR. PACK: The 370 certified teachers, is  
 21 that number up, down, or even?

Page 60

1 DR. GRIFFITH: I think it's pretty much  
 2 about the same.  
 3 We've had some extra this year because of  
 4 grants that we received. So we have had --  
 5 like we have gotten more social workers with  
 6 that Aware grant. So you might see a little  
 7 bit just because of that because some of those  
 8 people are certified. So they're under the  
 9 certified.  
 10 But as far as teachers go, we've added a  
 11 couple in English language learner and special  
 12 education over the past couple of years, but  
 13 not really classroom.  
 14 MR. PACK: Okay.  
 15 MR. LESHER: Thank you for the  
 16 presentation. Thank you for the updated  
 17 snapshot at this.  
 18 I would certainly look forward to a state  
 19 of the district in January. So let's talk  
 20 further about that.  
 21 And as a parent of two public school

Page 61

1 students at Easton High School and Easton  
 2 Middle, I get a little look at the end of each  
 3 day into what you're doing to impact lives in  
 4 this community and appreciate that. Thank you.  
 5 DR. GRIFFITH: Thank you very much.  
 6 MR. DIVILIO: I agree. Also with two  
 7 children in the system who just went back to  
 8 school thankfully today was my youngest son's  
 9 day back from quarantine. We had all of us  
 10 home there for a while. I missed a Council  
 11 meeting because of it.  
 12 But seeing -- I got a call from the  
 13 principal at the elementary school where my  
 14 youngest son goes to school and said stop by,  
 15 we've got some schoolwork for him to work on  
 16 while he's away. And I expected to get like  
 17 three or four ditto copies, little worksheets  
 18 or something to work on.  
 19 It was a book bag. And they put together  
 20 everything for him. His books, his tablet,  
 21 they had worksheets from all the classes,

Page 62	Page 64
<p>1 everything was dated.</p> <p>2 And I put him back in the conference room</p> <p>3 the first day that we were on quarantine. And</p> <p>4 I said here is your schoolwork, let me know</p> <p>5 when you need help. Four hours later I went</p> <p>6 back and checked on him and he was still</p> <p>7 working on it.</p> <p>8 And I have to think for a fourth grader, a</p> <p>9 lot of that self-driven learning came from last</p> <p>10 year. And when everything is new, everything</p> <p>11 is open and you're welcome to learn.</p> <p>12 Yes, we've been through some weird times</p> <p>13 recently. But I'm staying positive and</p> <p>14 optimistic watching the outcome, just watching</p> <p>15 how my children are developing.</p> <p>16 And now with one in middle school, seeing</p> <p>17 the Junior Honor Society that's in the middle</p> <p>18 school and the programs that are available, I</p> <p>19 have a lot of buy-in to our public schools.</p> <p>20 And I take offense when I see people take pop</p> <p>21 shots at us for certain small things that</p>	<p>1 you. Zach Smith on behalf of the Redistricting</p> <p>2 Commission.</p> <p>3 As we were asked to do, we met on several</p> <p>4 occasions and looked at the existing Board of</p> <p>5 Education district boundaries and the most</p> <p>6 recent census data for the purposes of</p> <p>7 determining if there are any recommended</p> <p>8 changes to those boundaries that we as a</p> <p>9 commission may make to the Council.</p> <p>10 And it was certainly much less of a burden</p> <p>11 than drawing in district boundaries from anew.</p> <p>12 We were just looking at the existing and trying</p> <p>13 to determine if any changes were needed.</p> <p>14 When the staff presented us with the</p> <p>15 information, they really made our job very</p> <p>16 simple, provided all the information that we</p> <p>17 needed.</p> <p>18 And when we looked at that data, I think</p> <p>19 the determination was we felt that the current</p> <p>20 boundaries met all the statutory requirements,</p> <p>21 even in light of the changes to the census</p>
<p>Page 63</p> <p>1 happen that could happen anywhere.</p> <p>2 But seeing the work that you do and seeing</p> <p>3 it in my children as they're progressing, I</p> <p>4 want to thank you and let you know that you are</p> <p>5 doing a good job. All the struggles and shots</p> <p>6 that everyone takes. I am impressed and I am</p> <p>7 there with you.</p> <p>8 DR. GRIFFITH: Thank you so much for your</p> <p>9 support. Really appreciate it. Thank you.</p> <p>10 And we'll be in touch, Clay.</p> <p>11 I did bring extra. I thought it would be</p> <p>12 good to have.</p> <p>13 Thank you. Thank you, Jessica and Susan.</p> <p>14 You're always so helpful. You make me look</p> <p>15 good.</p> <p>16 MR. LESHER: Okay. Thank you.</p> <p>17 And next we have Zach Smith presenting the</p> <p>18 findings of the Board of Education</p> <p>19 Redistricting Commission.</p> <p>20 Welcome, Mr. Smith.</p> <p>21 MR. SMITH: Good evening, Council. Thank</p>	<p>Page 65</p> <p>1 data.</p> <p>2 But that said, there was a consensus of</p> <p>3 the commission that we wanted to look and see</p> <p>4 if we could find any changes that might</p> <p>5 increase the minority population within the one</p> <p>6 district that satisfies the majority minority</p> <p>7 requirement. And so we identified several</p> <p>8 possibilities and asked Mark to show us what</p> <p>9 those may look like on the maps. And he did</p> <p>10 that.</p> <p>11 Many of those changes didn't accomplish</p> <p>12 the change in the numbers that we were trying</p> <p>13 to accomplish, but I think at least one did.</p> <p>14 So that is the one substantive change that was</p> <p>15 proposed relative to the existing boundaries.</p> <p>16 There were a few minor refinements I think</p> <p>17 I would call them to the boundaries to make the</p> <p>18 district boundaries in line with the census</p> <p>19 tract boundaries, which just seemed like a good</p> <p>20 housekeeping, something we should do to make</p> <p>21 sure the numbers are legitimate.</p>

Page 66

1 And then the only other thing I think we  
 2 were focused on is ensuring that no current  
 3 board member was displaced from their  
 4 applicable district. And Mark confirmed that  
 5 that wasn't the case.  
 6 And what we've put in front of you is a  
 7 relatively minor change to the existing  
 8 district boundaries. I think Mark could  
 9 explain that one change, identify it if the  
 10 Council wants to see it.  
 11 MR. LESHER: Yes, please.  
 12 MR. COHOON: So my job was really  
 13 relatively easy this time, not so much in the  
 14 past, ten years ago. But this time --  
 15 MR. LESHER: Welcome, Mr. Cohoon. Just  
 16 for the shake of the public, we know that  
 17 you're a valued staff member, but would you  
 18 like to introduce yourself?  
 19 MR. COHOON: Thank you. So I'm Mark  
 20 Cohoon. I work for the Department of Public  
 21 Works. I'm the GIS manager. Been there for a

Page 67

1 while.  
 2 MR. LESHER: And thank you for your work  
 3 in supporting this effort.  
 4 MR. COHOON: Oh, absolutely. I'm glad to  
 5 help. Yeah.  
 6 So let's see. What are we looking at? We  
 7 are looking at this is the baseline. So  
 8 basically this is the previous minority  
 9 district boundary.  
 10 The change you will see, I don't know if  
 11 you can see where the mouse is, but it's just  
 12 this little neighborhood right here. So we  
 13 added a little bit of minority population  
 14 there, changed the boundary, and really that  
 15 was the change. Everything else has remained  
 16 the same.  
 17 We had some minor housekeeping because the  
 18 census blocks didn't remain the same. US  
 19 Census changed some of the boundaries of the  
 20 census block. And just to match those, we made  
 21 some minor adjustments. They were relatively

Page 68

1 minor.  
 2 Let's see. So --  
 3 MS. MORRIS: Sorry to interrupt. But if  
 4 you click out of that, you can go into the next  
 5 series of maps. Each map is saved  
 6 individually.  
 7 MR. COHOON: Oh, I see. So at the bottom  
 8 of this one, we used the US Census 2020 data.  
 9 The adjusted version of the census data, the  
 10 adjusted version relates to prison population.  
 11 Not counting the population in prison, but  
 12 counting the population as it would be if they  
 13 were at their residence. So the State of  
 14 Maryland has that requirement.  
 15 We also used the 18-plus population, which  
 16 is of voter age. And that's also a requirement  
 17 for redistricting.  
 18 Here are our numbers. Pretty much we have  
 19 even numbers across the board. The minority  
 20 district is a little bit lower, but it meets  
 21 our requirement. So what did I do?

Page 69

1 MS. MORRIS: So then you can click. The  
 2 maps are numbered. One would be under the  
 3 school in the middle there. That would be one,  
 4 two, three. And then go up to four, five, six,  
 5 seven.  
 6 MR. COHOON: Okay. So we were just  
 7 looking at -- so this is district -- oh, I see  
 8 it. So let me back out of that.  
 9 So district one. So this is our revised  
 10 minority district. We added this neighborhood  
 11 and pretty much everything else remains the  
 12 same.  
 13 District two. We had a couple of just  
 14 minor things around the edges but didn't impact  
 15 any homes or any population numbers, just some  
 16 cleanup on the district boundaries themselves.  
 17 MS. PRICE: So obviously district one, it  
 18 has to be the majority minority. Is that why  
 19 it's so strangely shaped? Like I mean because  
 20 district six cuts like way back down into it.  
 21 If that was included, it would throw off that

Page 70	Page 72
<p>1 number. So it's just, it's odd. But I'm sure                  2 it's been that way since ten years ago or more.                  3 MR. SMITH: Correct.                  4 MS. PRICE: But if that section were                  5 included to the right of the pink, that would                  6 throw off all those numbers?                  7 MR. COHOON: Yeah. So determining the                  8 minority majority district is the challenge.                  9 Out of this whole process, finding those                  10 numbers are the challenge. And you just do                  11 your best.                  12 MR. SMITH: We did look at squaring it off                  13 and making it more regularly shaped. But in                  14 all those instances, it would increase the                  15 population. And not just the minority                  16 population, but the other population. So it                  17 would decrease the minority population in this                  18 district.                  19 MR. COHOON: Yeah. I can go through the                  20 maps. District three, district four, they're                  21 all the same as they have been in the past.</p>	<p>1 MR. LESHER: Thank you very much for your                  2 work. And I know that you had a shortened time                  3 frame to do all this in because the federal                  4 government did not get you the data that you                  5 needed to work with until much later than they                  6 originally intended to. But your deadline did                  7 not move, which just meant that your work was                  8 compressed.                  9 So thank you for turning this around in                  10 that compressed time frame.                  11 MR. SMITH: Of course. And the thanks                  12 really go, again, to your staff because they                  13 made it that simple for us. Thank you.                  14 MR. LESHER: And I think the action for us                  15 then is to meet our deadlines for this                  16 redistricting process is to direct staff to                  17 draw up legislation to implement these changed                  18 maps.                  19 MR. COHOON: Yes, correct.                  20 MR. LESHER: And I would need a motion to                  21 do so.</p>
Page 71	Page 73
<p>1 MR. SMITH: The area that was added to                  2 district one, that came out of district six.                  3 Is that correct?                  4 MR. COHOON: That's correct, yes. So the                  5 population that was -- and the numbers for that                  6 just little bit area was probably like 36.                  7 MR. SMITH: Small.                  8 MR. COHOON: Yeah. It was a very small                  9 number. So very minor change.                  10 And just show you the last one. Here is                  11 seven. Of course, district seven is Bozman,                  12 Neavitt, Tilghman.                  13 MR. SMITH: So again, we didn't propose                  14 any radicle changes. Less is more, we thought.                  15 No reason to change anything.                  16 We did look to try to adjust the one                  17 numbers. But other than that, we were                  18 satisfied.                  19 So our recommendation, the commission's                  20 recommendation to the Council would be to adopt                  21 the maps we've provided.</p>	<p>1 MS. PRICE: So moved.                  2 MR. DIVILIO: I'll second.                  3 MR. LESHER: We have a motion and a                  4 second. Madam Secretary, if we could call the                  5 roll, please.                  6 SECRETARY: Mr. Leshner.                  7 MR. LESHER: Aye.                  8 SECRETARY: Mr. Divilio.                  9 MR. DIVILIO: Aye.                  10 SECRETARY: Ms. Price.                  11 MS. PRICE: Aye.                  12 SECRETARY: Mr. Pack.                  13 MR. PACK: Aye.                  14 MR. SMITH: Thank you.                  15 MR. LESHER: Thank you once again.                  16 MR. COHOON: You're welcome.                  17 MR. PACK: Thanks, Zach.                  18 MR. LESHER: Next is introduction of                  19 numbered resolutions. Madam Secretary, if you                  20 would read the first one into the record.                  21 SECRETARY: A resolution to amend</p>

<p style="text-align: right;">Page 74</p> <p>1 Resolution Number 281, a resolution to amend                  2 the Talbot County comprehensive water and sewer                  3 plan, the plan, to reclassify and remap                  4 portions of certain real property located in                  5 the Town of Trappe, Maryland, associated with                  6 the Lakeside planned unit development, the                  7 Lakeside project, formerly known as Trappe                  8 East. Further described as tax map 54, parcel                  9 304, tax map 55, parcels 14, 15, 17, 19, 44,                  10 65, 83, and 85, and tax map 59, parcel four,                  11 the total area consisting of 865 acres, more or                  12 less, the property. From S-2 and W-2, areas                  13 where improvements or extensions to existing or                  14 construction of new community multi-use or                  15 shared sanitary facilities are programmed for                  16 progress within three to five years, to S-1 and                  17 W-1, areas served or to be served by community                  18 multi-use or shared sanitary facilities which                  19 are existing, under construction, or have                  20 immediate priority status. To amend the plan                  21 to add certain water and sewer capital projects</p>	<p style="text-align: right;">Page 76</p> <p>1 is to read the whereas clauses and then that                  2 one paragraph that contains the changes. Are                  3 you with me?                  4 SECRETARY: Yes.                  5 Whereas, on August 11, 2020, the County                  6 Council adopted Resolution Number 281 as                  7 amended for the purposes of amending the Talbot                  8 County comprehensive water and sewer plan, the                  9 CWSP, inter alia, to add certain water and                  10 sewer capital projects related to the Lakeside                  11 planned unit development, the Lakeside project,                  12 and existing systems in the Town of Trappe.                  13 And whereas, on or about November 4, 2020,                  14 the Maryland Department of the Environment                  15 approved the amendments to the comprehensive                  16 water and sewer plan as set forth in Resolution                  17 Number 281.                  18 And whereas, Resolution Number 281                  19 provides for connection of approximately 84 new                  20 dwelling units and a visitor and sales center                  21 in the startup phase, phase one, section one of</p>
<p style="text-align: right;">Page 75</p> <p>1 related to the Lakeside project and existing                  2 systems for the fiscal years 2020 through 2030.                  3 And to amend the plan to update the narrative                  4 description in the plan relative to the                  5 Lakeside project and existing systems, as                  6 amended. In certain respects regarding the                  7 connection of phase one, section one of the                  8 Lakeside project to the existing Trappe                  9 wastewater system.                  10 MR. LESHER: Thank you. And Mr. Thomas,                  11 are you the one who would explain this mouthful                  12 to us?                  13 MS. PRICE: Well, before he does, I think                  14 it would be helpful if you don't mind, Madam                  15 Secretary, to read the resolution or the                  16 majority of the resolution into the record.                  17 It was requested more to be made public,                  18 and it didn't get on the website until about an                  19 hour ago. So for those who haven't seen it                  20 yet.                  21 And what I would ask, if you don't mind,</p>	<p style="text-align: right;">Page 77</p> <p>1 the Lakeside project, to a new wastewater                  2 treatment plant at the Lakeside project site or                  3 the existing Trappe wastewater treatment system                  4 with connection to the existing system subject                  5 to certain conditions.                  6 And whereas, subsequent to the County                  7 Council's adoption of Resolution Number 281 and                  8 its approval by MDE, various concerns,                  9 including environmental concerns, arose                  10 regarding the planned connection of phase one,                  11 section one of the Lakeside project to the                  12 existing Trappe wastewater treatment system,                  13 which is nearly 20 years old and in need of                  14 upgrades as set forth in the comprehensive                  15 water and sewer plan.                  16 And whereas, the County Council is                  17 desirous of amending Resolution Number 281 for                  18 the purpose of imposing additional conditions                  19 on the connection of phase one, section one of                  20 the Lakeside project to the existing Trappe                  21 wastewater treatment system that the County</p>

Page 78

1 Council believes are necessary and appropriate  
 2 to address the foregoing concerns.  
 3 Then on page four, beginning at the first  
 4 full paragraph. An enhanced nutrient removal,  
 5 ENR, 0.54 MGD membrane bioreactor MBR  
 6 wastewater treatment plant and collection  
 7 system will be designed, constructed in phases,  
 8 and operated to serve the proposed Lakeside  
 9 development within the Trappe East sewer  
 10 district.  
 11 The proposed MBR ENR wastewater treatment  
 12 plant will be designed such that it can be  
 13 constructed in phases. This type of design  
 14 will eliminate operating challenges associated  
 15 with the low flows generated by early phases of  
 16 development and the inability of a wastewater  
 17 treatment plant constructed to full build-out  
 18 capacity to operate properly at initial low  
 19 flows. Phase one, section one of the proposed  
 20 Lakeside project is expected to include  
 21 approximately 84 single-family residential

Page 79

1 dwellings and a visitor and sales center.  
 2 Sanitary sewer capacity for the proposed  
 3 startup phase will require treatment and  
 4 disposal of approximately 30 to 40,000 gallons  
 5 per day. The initial treatment and disposal  
 6 capacity estimate includes consideration of  
 7 flow equalization and peak flow capacity.  
 8 Startup wastewater treatment for the Lakeside  
 9 project may be provided by a modular ENR MBR  
 10 wastewater treatment plant capable of operating  
 11 at the initial development flow rates or by a  
 12 direct connection to the existing Trappe  
 13 wastewater system, provided that --  
 14 MS. PRICE: Stop. This language that  
 15 she's about to read is the proposed amendment.  
 16 Okay. Everything else was already in there.  
 17 SECRETARY: Provided that the existing  
 18 wastewater treatment plant is in compliance  
 19 with its MDE permit and all other conditions  
 20 imposed by MDE.  
 21 And further provided that no portion of

Page 80

1 the startup phase may be connected to the  
 2 existing system for more than 18 months after  
 3 final approval of county Resolution Number 310  
 4 by MDE.  
 5 Connection to the existing Town of Trappe  
 6 wastewater system is also subject to the  
 7 approval of the Town of Trappe while available  
 8 wastewater treatment plant capacity and  
 9 adequate access to the existing system.  
 10 Within 18 months of issuance of all  
 11 required permits and approvals for the new  
 12 Lakeside wastewater treatment plant, all  
 13 wastewater from the startup phase being treated  
 14 by the existing Trappe wastewater system shall  
 15 be redirected to the new Lakeside treatment  
 16 plant.  
 17 Following the initial section of the  
 18 development, the full capacity Lakeside  
 19 wastewater treatment plant will be constructed  
 20 in phases of approximately 100,000 gallons per  
 21 day of wastewater. The wastewater treatment

Page 81

1 plant will be expanded in phases as the  
 2 capacity of the then-existing Lakeside  
 3 wastewater treatment plant approaches  
 4 80 percent of capacity.  
 5 Is that all you want?  
 6 MS. PRICE: Yup. No, no, no. I think  
 7 that does it. Thank you very much.  
 8 I don't know whether you want me to start  
 9 or Patrick wants to start.  
 10 MR. THOMAS: You can start.  
 11 MS. PRICE: Okay. So I initially had this  
 12 prepared as an amendment to the comprehensive  
 13 water and sewer plan, which we've been saying  
 14 for many months is the appropriate vehicle. So  
 15 probably people are like why are you proposing  
 16 a resolution to amend 281.  
 17 So I'm going to clear that up from the  
 18 get-go. I wanted to get the language out.  
 19 We can only introduce amendments to the  
 20 comprehensive water and sewer plan four times a  
 21 year. I believe it's December, March, June,

Page 82	Page 84
<p>1 and September.</p> <p>2 So I was stuck. So I had it prepared.</p> <p>3 And then at the last minute, like at</p> <p>4 five o'clock last week, they were like no, no,</p> <p>5 you can't do that. So I said go ahead and put</p> <p>6 the language into a resolution.</p> <p>7 And Patrick worked really hard on this.</p> <p>8 Put together the whereas clauses, which I think</p> <p>9 explain is very clearly. We had the -- many</p> <p>10 people were listening I hope, attended the</p> <p>11 public hearing that MDE had last Thursday</p> <p>12 night.</p> <p>13 I met personally with two members,</p> <p>14 higher-up members from MDE a few days prior to</p> <p>15 that. They're very well aware of not only</p> <p>16 issuing the permit and looking at the problems,</p> <p>17 the good things, the bad things with what the</p> <p>18 developer is proposing, but also connecting 120</p> <p>19 or so homes. And there's a lot of things that</p> <p>20 aren't in writing.</p> <p>21 So I wanted to get this out there publicly</p>	<p>1 certainly said it to me in private</p> <p>2 conversations on the telephone.</p> <p>3 The developer has stated its intention,</p> <p>4 including in the amended DRRA, which stands for</p> <p>5 Development Rights and Responsibilities.</p> <p>6 What's the A?</p> <p>7 MR. THOMAS: Rights and responsibilities</p> <p>8 agreement.</p> <p>9 MS. PRICE: Agreement. Thank you. With</p> <p>10 the Town of Trappe. That as soon as the</p> <p>11 Lakeside plant is operational, all wastewater</p> <p>12 from dwelling units initially connected to the</p> <p>13 Trappe plant shall be directed to the new</p> <p>14 Lakeside wastewater treatment. That is</p> <p>15 directly from the amended DRRA section 9.5.</p> <p>16 The amendment is fair to the developer and</p> <p>17 the Town of Trappe because it does not delay</p> <p>18 the Lakeside project, given that the developer</p> <p>19 may connect units to the Trappe wastewater</p> <p>20 treatment plant immediately and for a period of</p> <p>21 18 months. And I put 18 months in there</p>
Page 83	Page 85
<p>1 that my intent is to introduce this as an</p> <p>2 amendment to the comp water and sewer plan.</p> <p>3 I want to go through just a couple of</p> <p>4 things, some reasoning why people are like why</p> <p>5 is this fair to everybody. I'm going to read</p> <p>6 through those, and I'll kick it off to Patrick</p> <p>7 to explain what I'm spitting out of my mouth</p> <p>8 here.</p> <p>9 All right. So this amendment is</p> <p>10 consistent with the original Resolution 281,</p> <p>11 which states clearly that connection to the</p> <p>12 Trappe wastewater treatment plant is solely for</p> <p>13 the purpose of startup wastewater treatment for</p> <p>14 the Lakeside project.</p> <p>15 The amendment is consistent with the</p> <p>16 representations of the developer because the</p> <p>17 developer has stated that it will commence</p> <p>18 construction of the Lakeside treatment plant</p> <p>19 immediately upon issuance of an MDE permit and</p> <p>20 the construction to take 12 to 18 months.</p> <p>21 They've said that publicly. They have</p>	<p>1 because they said it would take 12 to 18 months</p> <p>2 to construct it. So they have plenty of time.</p> <p>3 An alternative amendment that would bar</p> <p>4 connection to the Trappe wastewater treatment</p> <p>5 plant until it's upgraded to ENR standards</p> <p>6 would delay the project for at least 18 months</p> <p>7 and likely more while the Trappe plant is</p> <p>8 upgraded. So I'm really looking for a</p> <p>9 compromise here that allows a small number of</p> <p>10 homes. How many can possibly get built in 12</p> <p>11 to 18 months? Five, ten, 20 homes? That's</p> <p>12 certainly better than 120 on that substandard</p> <p>13 wastewater treatment plant in Trappe that</p> <p>14 exists right now.</p> <p>15 The amendment reasonably limits the</p> <p>16 negative environmental impact of additional</p> <p>17 wastewater flowing through the existing</p> <p>18 substandard Trappe plant by allowing connection</p> <p>19 of only a likely modest number of dwelling</p> <p>20 units, which is what I just said, that will be</p> <p>21 operational within 18 months, prohibiting</p>

Page 86

1 further connections to the Trappe wastewater  
 2 treatment plant after that and requiring  
 3 connected dwelling units to be redirected to  
 4 the new plant when operational, which is,  
 5 again, everything the developer has represented  
 6 to us thus far.

7 This amendment, therefore, is a fair  
 8 compromise in that it limits potential further  
 9 environmental damage while not delaying the  
 10 Lakeside project from moving forward even  
 11 before the issuance of an MDE permit.

12 And finally, I say that it's not possible  
 13 to forecast the future. We've talked about  
 14 whether or not the two would be connected  
 15 together. Maybe you have some on-site  
 16 treatment and then it might get piped over to  
 17 an upgraded ENR plant.

18 And a state-of-the-art upgraded Trappe  
 19 wastewater treatment plant might provide some  
 20 additional environmental benefit from  
 21 connection to that plant at some future date.

Page 87

1 But any such unforeseen development could  
 2 be addressed by a subsequent amendment to the  
 3 comprehensive water and sewer plan, which  
 4 always will remain as a possibility when three  
 5 responsible Council members, with ultimate  
 6 approval by MDE, decide it should be.

7 So that hopefully lays it out.

8 I know that some people don't want any  
 9 connection whatsoever. And there are people  
 10 who just want to go ahead and connect and not  
 11 put any restraints on the development at all.  
 12 That's not how it works in legislation. As  
 13 Council members, we have to listen to everybody  
 14 and compromise. And you've heard me say this  
 15 on some other issues recently.

16 This side is not going to get everything  
 17 they want, this side is not going to get  
 18 everything they want. You have to find a  
 19 compromise. So this allows the development to  
 20 go forward with just a small reasonable number  
 21 of homes being connected over the next year and

Page 88

1 a half and asks the developer to go ahead and  
 2 put in writing basically, or we're putting it  
 3 in writing for them, that they will do what  
 4 they represented that they will do.

5 I'm done.

6 MR. LESHAR: Mr. Thomas, anything to add?

7 MR. THOMAS: I don't know if I could add  
 8 too much to that. But I will just, again,  
 9 state my opinion has always been that the  
 10 appropriate way to address any concerns that  
 11 the Council has with this project is through a  
 12 comprehensive water and sewer plan amendment  
 13 instead of rescinding or through this vehicle.

14 But I think that this lays out some  
 15 reasonable conditions. And if the Council  
 16 ultimately decides to go down that road, there  
 17 would be a hearing and obviously the town and  
 18 the developer would be notified and have the  
 19 opportunity to participate.

20 And I would hope that they would come  
 21 forward before we get to that point and

Page 89

1 hopefully resolve some of these concerns.

2 MS. PRICE: Right. And in my meeting with  
 3 MDE, they were very clear, very explicit that  
 4 this tool is ours in our toolbox. It does not  
 5 rest with the developer. It does not rest with  
 6 the Town of Trappe. This is our comprehensive  
 7 water and sewer plan. And they gave me some  
 8 suggested ideas for how to put this together so  
 9 that it's fair.

10 But they also said that when we put forth  
 11 a comprehensive water and sewer plan amendment,  
 12 they accept them. I mean so this is solely in  
 13 our bailiwick. While we absolutely want the  
 14 Town of Trappe and the developer to be on board  
 15 with this, this is what they've represented to  
 16 us all along and we're just trying to put it in  
 17 writing. But this doesn't -- we don't need  
 18 permission from anybody else. This is our job  
 19 right up here.

20 MR. LESHAR: Okay. A course forward to  
 21 poll the Council for sponsors?



Page 90	Page 92
<p>1 MR. PACK: Before you do that, I would 2 just like to go on record, once again. I'm 3 looking at the memo dated August 17, 2021, 4 regarding Resolution 281 that was adopted by 5 the Council on August 11, 2020. 6 The Resolution 281 was adopted by Maryland 7 Department of the Environment. They sent a 8 letter back to us on November 4th that the 9 changes would now be incorporated into our 10 comprehensive water and sewer plan. 11 Mr. Thomas has again stated this is not 12 the vehicle by which to do that. 13 MS. PRICE: Agreed. 14 MR. PACK: Even the sponsor is agreeing to 15 it. So to me, I really don't -- I'm scratching 16 my head to figure out why we're trying to 17 attempt to do something that we can't unring a 18 bell once it's rung -- 19 MS. PRICE: Just remember what I said. 20 MR. PACK: Let me finish. 21 MS. PRICE: I already explained it.</p>	<p>1 the record, Ms. Price. I'm not debating you. 2 So I'll leave that as my statement. 3 MR. DIVILIO: No comment at this time. 4 MR. LESHER: So the appropriate action is 5 to ask to poll the Council by a show of hands 6 who wishes to sponsor this. 7 MS. PRICE: So let me repeat what I said 8 at the beginning because I agree. I've said 9 this the whole time. 10 An amendment to 281 doesn't do a thing. 11 And because of timing, because I could not 12 introduce an amendment to the comprehensive 13 water and sewer plan, which is the appropriate 14 vehicle, I agree with you, Mr. Pack. 15 But I thought with all of the publicity 16 that's been going on, I thought it was really 17 important to get the language out there. 18 This will be redrafted very similar. And 19 my intent is to introduce it I guess it's 20 December 14th as an amendment to the 21 comprehensive water and sewer plan. So unless</p>
<p>Page 91</p> <p>1 MR. PACK: I know. I'm just saying my 2 point of view. You had five minutes. 3 This is not the vehicle by which to do 4 that. It's been said over and over and over 5 again. Our county attorney has cited the 6 reasons why this is not the vehicle by which to 7 do this. 8 And I will also state that you cannot 9 mandate to a municipality which has its own 10 jurisdiction, in this case being the Town of 11 Trappe, as to what time limit they will include 12 homes onto their wastewater treatment system. 13 We wouldn't expect Trappe to do that to us. 14 Vice versa, we cannot mandate it upon them. So 15 even the changes that are incorporated in this 16 amendment, even if we had the mind to do it, we 17 can't do it. 18 MS. PRICE: Yes, we can. We can. 19 MR. PACK: That's a point of -- 20 MS. PRICE: Well, it's a legal opinion. 21 MR. PACK: I'm just stating my opinion for</p>	<p>Page 93</p> <p>1 somebody else wants to introduce it, that was 2 my whole reason for doing this. 3 Again, it was originally drafted as a 4 comprehensive water and sewer plan amendment. 5 Last minute had to change it. Wanted to keep 6 it on the agenda. 7 MR. LESHER: So you're choosing not to 8 introduce it at this time? 9 MS. PRICE: Correct. You have any 10 thoughts on all this? 11 MR. LESHER: I appreciate your putting the 12 language out there for the public. 13 If this will then turn around into a -- 14 use this language in December when this can be 15 reopened as an amendment to the comprehensive 16 water and sewer plan. Thank you. 17 So if we don't have a sponsor for this, 18 that takes us on to the next agenda item, which 19 is for the next resolution. Madam Secretary, 20 would you read the title into the record, 21 please.</p>

Page 94	Page 96
<p>1 SECRETARY: A resolution authorizing the</p> <p>2 transfer of any interest Talbot County,</p> <p>3 Maryland, holds in Flood Avenue to the Town of</p> <p>4 Easton and the execution of a quitclaim deed to</p> <p>5 effectuate the same.</p> <p>6 MR. LESHER: I will turn this over to</p> <p>7 Mr. Thomas to explain what is going on behind</p> <p>8 this.</p> <p>9 MR. THOMAS: Yes. So we've received a</p> <p>10 written request from the Town of Easton on</p> <p>11 September 22nd requesting the county convey any</p> <p>12 interest it holds in Flood Avenue. The town</p> <p>13 would assume maintenance, therefore, at its</p> <p>14 sole cost and expense.</p> <p>15 Under State law, local government article</p> <p>16 section 10312, the county can provide for</p> <p>17 disposal of any real property that's no longer</p> <p>18 needed for public use. However, we have to</p> <p>19 first publish notice in the paper and state the</p> <p>20 terms and compensation and provide an</p> <p>21 opportunity for objections and then take</p>	<p>1 MR. PACK: So we don't know what portion</p> <p>2 of Flood is actual county interest and what</p> <p>3 portion of Flood may be already in the town?</p> <p>4 Are we clear on that?</p> <p>5 I don't think any part of Flood is</p> <p>6 privately owned. Ray, would you know?</p> <p>7 MR. CLARKE: I do not know.</p> <p>8 MR. PACK: I don't know, either.</p> <p>9 MR. THOMAS: It's difficult to tell with</p> <p>10 this map because when I blow it up, the text</p> <p>11 starts to get fuzzy.</p> <p>12 MR. PACK: Could we just get some more</p> <p>13 clarification on that roadway so we know</p> <p>14 exactly what we're conveying and what is ours</p> <p>15 and what is not?</p> <p>16 I don't think that the county has any true</p> <p>17 interest on retaining Flood, but I still would</p> <p>18 like to clear up some of the ambiguity on the</p> <p>19 actual roadway itself.</p> <p>20 MS. PRICE: We actually just had Mark</p> <p>21 Cohoon in here. Maybe he could look it up.</p>
Page 95	Page 97
<p>1 legislative action in the form of this</p> <p>2 legislation. So that's what is this for.</p> <p>3 MR. LESHER: And Mr. Thomas, are we clear</p> <p>4 that the county or are we clear who actually</p> <p>5 has title to this roadway?</p> <p>6 MR. THOMAS: So what we would be doing is</p> <p>7 giving a quitclaim deed, which essentially says</p> <p>8 we're giving you whatever interest we may have</p> <p>9 in the property. So we're not doing a title</p> <p>10 search or clearly stating a title examination.</p> <p>11 MR. PACK: What is the length of roadway</p> <p>12 that quitclaim deed would cover? Flood isn't</p> <p>13 that long. Do you have the dimensions of the,</p> <p>14 the linear mileage?</p> <p>15 MS. PRICE: Page five is blank. It</p> <p>16 doesn't show the map.</p> <p>17 MR. PACK: I have a map, but I don't have</p> <p>18 the actual linear feet that is being conveyed.</p> <p>19 MR. THOMAS: I have, there's an attachment</p> <p>20 with the topographic and boundary survey, but</p> <p>21 it's difficult to read on my screen here.</p>	<p>1 MR. PACK: We can throw it back to him</p> <p>2 again.</p> <p>3 MR. LESHER: We can proceed with the</p> <p>4 introduction of this.</p> <p>5 MR. PACK: Yeah. I just want to have</p> <p>6 that.</p> <p>7 MR. LESHER: And have that as a question</p> <p>8 that is addressed at the time of public</p> <p>9 hearing.</p> <p>10 MR. PACK: Sure.</p> <p>11 MR. LESHER: Any other questions or</p> <p>12 discussion on this matter?</p> <p>13 MR. PACK: No. I was just raising my</p> <p>14 hand. I want to it give away, but I want to</p> <p>15 know what I'm giving away.</p> <p>16 MR. DIVILIO: From what I can tell, it</p> <p>17 looks like it's broken into two sections.</p> <p>18 MR. PACK: Yeah.</p> <p>19 MR. DIVILIO: 429 feet and 926 feet.</p> <p>20 MR. PACK: Where are you looking at down</p> <p>21 there?</p>

Page 98

1 MS. PRICE: (Inaudible).  
 2 MR. PACK: You blew the map up?  
 3 MR. DIVILIO: Talbot land use map.  
 4 MR. PACK: Land use map.  
 5 I don't think my question would hold us  
 6 back from introducing tonight. Mr. Thomas can  
 7 get me the information at a later date.  
 8 MR. LESHER: Sure.  
 9 MR. PACK: Okay.  
 10 MR. LESHER: Okay. With that, by a show  
 11 of hands, who wishes to sponsor this  
 12 resolution? By Mr. Divilio, Mr. Pack,  
 13 Ms. Price, and Mr. Leshner, myself. Thank you.  
 14 MR. PACK: Is there a --  
 15 MR. LESHER: Madam Secretary, would you  
 16 assign it a resolution number and a hearing  
 17 date?  
 18 SECRETARY: Yes. This will be known as  
 19 Resolution Number 310, and the public hearing  
 20 will be held on Tuesday, December 14th, at  
 21 6:30 p.m.

Page 99

1 MR. LESHER: Thank you very much.  
 2 And with that, we move on to the next  
 3 resolution. If, Madam Secretary, if you would  
 4 read that into the record, the title.  
 5 SECRETARY: A resolution to amend the  
 6 Talbot County Council rules of procedure to  
 7 clarify certain procedures regarding the  
 8 adoption of numbered and administrative  
 9 resolutions, the filing of petitions, the  
 10 drafting of legislation, and the conduct of  
 11 public hearings, and to correct outdated and  
 12 inconsistent language.  
 13 MR. LESHER: And then, Mr. Patrick Thomas,  
 14 you'll explain this to us.  
 15 MR. THOMAS: Yes. So this came about at  
 16 the request of Council Member Pack to address  
 17 some language regarding resolutions and  
 18 hearings on resolutions and in working with  
 19 staff.  
 20 So we made those changes. In fact, some  
 21 of these were actually worked on by the

Page 100

1 previous county attorney, but for one reason or  
 2 another, never got a chance to come up for  
 3 introduction and a hearing. So this is  
 4 something that's been in the works for some  
 5 time.  
 6 And we've also, in working with staff, I  
 7 made some proposed changes regarding the  
 8 petition process to try to bring some clarity  
 9 that I felt had been lacking, especially since  
 10 we've had these petitions filed, the two ones  
 11 that anybody seems to recall being filed in  
 12 many, many years. So just trying to bring some  
 13 clarity and structure to that process and to  
 14 clean up some outdated and inconsistent  
 15 language that will hopefully make some things a  
 16 little bit easier to follow and understand.  
 17 MR. PACK: May I, Mr. Leshner?  
 18 MR. LESHER: Please.  
 19 MR. PACK: And thank you, Patrick. Yeah.  
 20 Mr. Kupersmith, prior to his leaving, he  
 21 and I had conversation about this, about some

Page 101

1 of the issues that I had with procedure as far  
 2 as resolutions, numbered resolutions, and the  
 3 likes. And unfortunately, we could not get his  
 4 timing, as he was leaving us, to actually get  
 5 something in writing introduced to Council. So  
 6 I did ask Mr. Thomas to pick it back up again  
 7 and go through it.  
 8 And so what you see here is just some  
 9 housekeeping, if you would, to kind of  
 10 smoothing some of the rough spaces out in the  
 11 rules of procedure. But also to help give this  
 12 Council and future Councils direction as to how  
 13 we're going to handle petitions going forward.  
 14 And we did have some petitions that were  
 15 filed this year as far as how Council should  
 16 handle those. So I think this would help give  
 17 us some more clarity. And not just us, but  
 18 also the public coming before us to know how  
 19 those procedures should be handled.  
 20 So again, I certainly appreciate Patrick  
 21 jumping on this and getting the information to

Page 102

1 us for introduction.

2 MR. LESHER: Anybody else? If not, by a

3 show of hands, who will be sponsoring this

4 resolution? By Mr. Divilio, Mr. Pack,

5 Ms. Price, and myself.

6 And Madam Secretary, would you assign this

7 a number and a hearing date?

8 SECRETARY: This will be known as

9 Resolution Number 311, and the public hearing

10 will be held on Tuesday, December 14th, at

11 6:30 p.m.

12 MR. LESHER: Thank you very much.

13 MS. PRICE: So how many public hearings is

14 that now for December 14th? Is that three,

15 including the continuation?

16 SECRETARY: Three or four.

17 MS. PRICE: Is that too many? Because

18 there were kind of some people were likely to

19 show up for.

20 SECRETARY: Well, we have the public

21 hearing already.

Page 103

1 MS. PRICE: The continuation.

2 SECRETARY: Yeah.

3 MS. PRICE: For Trappe.

4 SECRETARY: Well, that hasn't been

5 advertised, but yeah.

6 MS. PRICE: Which one hasn't?

7 SECRETARY: The Resolution 308, we haven't

8 advertised that yet.

9 MS. PRICE: Okay.

10 SECRETARY: And the public hearing on the

11 Short-Term Rental Review Board change in

12 composition of the board, that's on the 14th as

13 well.

14 MR. DIVILIO: There was a time when that

15 was big.

16 MR. LESHER: Thank you.

17 We now move on to public hearing on

18 Resolution 309. Madam Secretary, if you would

19 read this into the record, the title.

20 SECRETARY: Resolution Number 309, a

21 resolution to amend the Talbot County

Page 104

1 comprehensive water and sewer plan to

2 reclassify and remap certain real property

3 located at 24108 Mt. Pleasant Road,

4 St. Michael's, Maryland 21663, and shown on tax

5 map 32 as parcel 85 from unprogrammed to S-1,

6 immediate priority status.

7 MR. LESHER: Okay. Mr. Clarke is going to

8 come forward to explain this one for us.

9 Mr. Clarke.

10 MR. CLARKE: Yes. Council, we received an

11 application from I guess Mr. McClamy

12 requesting that his property be incorporated

13 into the region two wastewater system.

14 We are currently in the process of

15 designing the force main that would go out to I

16 guess Mt. Pleasant as well as picking up the

17 properties in Neavitt as well as Bozman.

18 Ultimately this basically is a property

19 that consists of about 1.25 acres. It

20 originally had an outhouse with a shallow well.

21 So there was no septic system that was actually

Page 105

1 installed there.

2 And at the same time, before the Public

3 Works Advisory Board, they basically reviewed

4 this Resolution 309 and put forth a motion and

5 approved that motion via a four to zero vote

6 recommending the County Council adopt

7 Resolution 309.

8 The Planning Commission, at their meeting

9 in I believe it was November 3rd, they also

10 introduced a motion finding Resolution 309 was

11 consistent with the Comp Plan and they voted

12 four, zero adopting that motion.

13 MR. LESHER: And this property is a

14 developed property. So it meets the criteria

15 for connection?

16 MR. CLARKE: Right now at this point in

17 time, I guess it is developed but there's

18 nobody in the house at this point.

19 MR. LESHER: But the criteria is that it

20 be developed, not that it be occupied?

21 MR. CLARKE: I don't know if we really --

Page 106

1 we have Resolution I think 125 that's  
 2 associated with the Unionville, Tunis Mills or  
 3 the Unionville force main.  
 4 We don't really have a policy that sets  
 5 forth a priority for I guess allowing people to  
 6 come into the sewer line.  
 7 At the same time, this is a property that  
 8 we don't even have sewer there yet. This is  
 9 one of the properties that I guess it was  
 10 originally I guess classified as a tier four  
 11 property. But it really, it's kind of unique  
 12 in the sense that it doesn't really meet the  
 13 tier four kind of definition since this is only  
 14 1.25 acres.  
 15 The property owner, when I talked to him,  
 16 basically he was very interested in being part  
 17 of the Resolution 250 design and water and  
 18 sewer extension for 250.  
 19 MR. LESHER: Any questions from Council?  
 20 If not, this is a public hearing. If  
 21 there's anybody who would like to speak to

Page 107

1 this, if you could raise your hand and come  
 2 forward to the microphone to introduce  
 3 yourself? Public comment on Resolution 309?  
 4 Don't all come at once. Seeing none, we  
 5 can close the public hearing on Resolution  
 6 Number 309.  
 7 This could be, if Council is of mind to do  
 8 it, advance to a second reader.  
 9 This was a second reader already.  
 10 MR. PACK: Yes, sir.  
 11 MR. LESHER: So this could be eligible for  
 12 vote if Council is of mind to do so at this  
 13 time.  
 14 MS. PRICE: I have a question on the map.  
 15 Exhibit A. So the top, the white area is tier  
 16 four. Is that correct?  
 17 MR. CLARKE: I believe there were I  
 18 believe four or five properties that were  
 19 listed as tier four that are right there.  
 20 MS. PRICE: Okay. So I'm just trying to  
 21 clarify why only one, because it looks like

Page 108

1 there's one, two -- you said four or five.  
 2 What is special about that one property as  
 3 opposed to the other one, two, three, four  
 4 parcels?  
 5 MR. CLARKE: The property owner made a  
 6 request.  
 7 We have not talked to the other property  
 8 owners at this time.  
 9 So it was -- the property owner is the one  
 10 who made the request to amend the comp water  
 11 and sewer plan.  
 12 We're still in the process of designing.  
 13 So one of the things we'll probably be doing is  
 14 hopefully coming back to the County Council and  
 15 trying to pick up the other properties there.  
 16 But we have been waiting for Century on that.  
 17 MS. PRICE: So on that picture, again, I  
 18 mean so they're making the request that we  
 19 reclassify but there is no sewer there yet,  
 20 right?  
 21 So if you were going to do it, you would

Page 109

1 think, right, that you would pick up all five?  
 2 MR. CLARKE: That's our objective, yes,  
 3 is, to your point, we'll be extending sewer  
 4 over that property line and trying to bring up  
 5 the other four.  
 6 I think we'll do that as we get closer to  
 7 the design getting wrapped up. We'll then make  
 8 the request as the county, to the County  
 9 Council to amend the --  
 10 MS. PRICE: It just seems like if we're  
 11 going to reclassify that one, we should go  
 12 ahead and reclassify all five. And when sewer  
 13 gets there, and then it's done.  
 14 MR. CLARKE: Right.  
 15 MS. PRICE: Rather than doing it piece by  
 16 piece by piece.  
 17 MR. CLARKE: And I tried to explain that  
 18 to the property owner, and he would like to  
 19 move forward with this now.  
 20 We probably are going to have additional  
 21 properties that we'd like to present to the

Page 110

1 County Council for consideration to be  
 2 incorporated into the sewer service area that  
 3 would amend Resolution 250 --  
 4 MS. PRICE: So I don't understand what the  
 5 rush is. There's no line.  
 6 So what difference does it make to the  
 7 property owner if we wanted to just amend this  
 8 and add the other four? Does it really slow  
 9 things down? Because there's no sewer there to  
 10 service there yet. We're just reclassifying  
 11 it.  
 12 MR. CLARKE: Again, the property owner  
 13 made the request. So that's why we're moving  
 14 forward.  
 15 MR. LESHER: We don't have a Public Works  
 16 Advisory Board or a Planning Commission  
 17 recommendation for the others.  
 18 MS. PRICE: So how --  
 19 MR. LESHER: We'd up sending it back to  
 20 those bodies.  
 21 MS. PRICE: But it's still probably not

Page 111

1 going to slow the whole process down as far as  
 2 getting the sewer line there, if and when it  
 3 does.  
 4 MR. CLARKE: It won't.  
 5 I think to be fair to the other property  
 6 owners, we have not even consulted them, the  
 7 other four properties that are there.  
 8 We can do that and then try to bring them  
 9 in as well.  
 10 MS. PRICE: It seems like that makes  
 11 sense.  
 12 MR. CLARKE: Right.  
 13 MS. PRICE: To go ahead and ask them. And  
 14 when this was introduced, I don't know when  
 15 this was introduced four weeks ago, we probably  
 16 should have done so and maybe put in an  
 17 amendment so we don't have to do this multiple  
 18 times.  
 19 MR. LESHER: I'm a little concerned about  
 20 the revelation that we had just a little bit  
 21 earlier in Mr. Clarke's response that while we

Page 112

1 do have clear criteria for connection on the  
 2 Unionville extension, that those criteria, we  
 3 don't have a parallel set of criteria for  
 4 Church Neck Road.  
 5 I thought this was covered for the Bozman  
 6 and Neavitt corridor. And this is the same  
 7 system but a different section or a different  
 8 sub-district of region two.  
 9 MR. CLARKE: This is actually part of  
 10 Resolution 250.  
 11 So to your point I think, we do not have  
 12 any sewer there today. So this would be  
 13 amending Resolution 250 to incorporate this lot  
 14 at this point in time. So this is now being  
 15 incorporated into the sewer service area. Now  
 16 we're working to get sewer out to Bozman and  
 17 Neavitt.  
 18 Mrs. Price is correct. We can come back  
 19 and request the other four properties come in.  
 20 I mean it's worthwhile venture to do.  
 21 MS. PRICE: Again, hindsight. I would

Page 113

1 have liked that suggestion. Sometimes when  
 2 we're introducing, you don't think of  
 3 everything.  
 4 To me, that makes sense to do them all.  
 5 And there's no sewer line there. So I would  
 6 say let's propose an amendment to do all of  
 7 them and send it -- if we have to send it back  
 8 to the Planning Commission and Public Works  
 9 next month, and then vote on it all at once.  
 10 But whatever Council's pleasure is, I'm...  
 11 MR. LESHER: Well, shall we hold off on a  
 12 vote on this with those concerns on the table?  
 13 MR. PACK: I'm prepared to move forward.  
 14 I think the property owner has made the request  
 15 of the county to adjoin the sewer line. The  
 16 county attorney did advise him that the other  
 17 properties adjacent to him would also be  
 18 considered at a later date. It is still his  
 19 wishes to move forward.  
 20 He understands it's his obligation to pay  
 21 for the connection. And he may be putting

Page 114	Page 116
<p>1 himself at a disadvantage because if there's</p> <p>2 grant money for the connection down the road,</p> <p>3 he's already obligated to pay. But he's of the</p> <p>4 mind to move forward for connection.</p> <p>5 Both the Planning Commission and the</p> <p>6 Public Works Advisory Board have both agreed</p> <p>7 that connection should go forward.</p> <p>8 I see no reason to hold him up if he wants</p> <p>9 to go forward with their recommendations. The</p> <p>10 other three, four properties we can pick up at</p> <p>11 a later date when that time comes as well.</p> <p>12 MR. DIVILIO: I believe the adjacent</p> <p>13 property has a structure but nothing else. The</p> <p>14 other ones appear to be vacant.</p> <p>15 MR. PACK: Could be. That's probably why</p> <p>16 you're not hearing from the owners.</p> <p>17 MR. DIVILIO: And I believe the one right</p> <p>18 next door to it was only built maybe 16 years</p> <p>19 ago. So they probably have a new system that's</p> <p>20 operating.</p> <p>21 MR. PACK: They probably have got a system</p>	<p>1 SECRETARY: Mr. Lesher.</p> <p>2 MR. LESHHER: Aye.</p> <p>3 SECRETARY: Mr. Divilio.</p> <p>4 MR. DIVILIO: Aye.</p> <p>5 SECRETARY: Ms. Price.</p> <p>6 MS. PRICE: Aye.</p> <p>7 SECRETARY: Mr. Pack.</p> <p>8 MR. PACK: Aye.</p> <p>9 MR. LESHHER: The resolution passes. Thank</p> <p>10 you all very much.</p> <p>11 We move on to Bill 1494. Madam Secretary,</p> <p>12 if you would read the title.</p> <p>13 SECRETARY: Bill Number 1494, a bill to</p> <p>14 authorize a capital project for the acquisition</p> <p>15 of certain equipment and an office trailer for</p> <p>16 the Repurposing Center located at 28128</p> <p>17 St. Michael's Road, Easton, Maryland.</p> <p>18 MR. LESHHER: Mr. Thomas, would you remind</p> <p>19 us our purpose in this one.</p> <p>20 MR. THOMAS: So this is a bill that would</p> <p>21 authorize a capital project for acquisition for</p>
Page 115	Page 117
<p>1 already.</p> <p>2 MS. PRICE: How big are those properties</p> <p>3 again?</p> <p>4 MR. CLARKE: This one was 1.25. I believe</p> <p>5 the others are about the same size.</p> <p>6 MR. LESHHER: I'd certainly love, if this</p> <p>7 is the one that has a clear need and a clear</p> <p>8 interest from the property owner and the others</p> <p>9 may or may not meet the criteria that would be</p> <p>10 appropriate, I'd love to see us act on this in</p> <p>11 isolation and perhaps circle back on clarifying</p> <p>12 the criteria under which we would make such a</p> <p>13 change in the future.</p> <p>14 MR. DIVILIO: I would be comfortable with</p> <p>15 that.</p> <p>16 MS. PRICE: That's fine.</p> <p>17 MR. PACK: So Resolution 309 has been read</p> <p>18 a second time. It is eligible for vote if</p> <p>19 there's nothing further.</p> <p>20 MR. LESHHER: With that, on Resolution 309,</p> <p>21 Madam Secretary, would you call the roll.</p>	<p>1 equipment to recycle materials, necessary</p> <p>2 safety equipment, and an office trailer for the</p> <p>3 Repurposing Center. But of course, the actual</p> <p>4 expenditure would come back at a later date.</p> <p>5 MR. LESHHER: This does not make the</p> <p>6 appropriation?</p> <p>7 MR. THOMAS: Correct.</p> <p>8 MR. LESHHER: All right. Any questions of</p> <p>9 Bill 1494? This is eligible for vote.</p> <p>10 Are we moving forward, then?</p> <p>11 Madam Secretary, would you call the roll.</p> <p>12 SECRETARY: Mr. Lesher.</p> <p>13 MR. LESHHER: Aye.</p> <p>14 SECRETARY: Mr. Divilio.</p> <p>15 MR. DIVILIO: Aye.</p> <p>16 SECRETARY: Ms. Price.</p> <p>17 MS. PRICE: Aye.</p> <p>18 SECRETARY: Mr. Pack.</p> <p>19 MR. PACK: Aye.</p> <p>20 MR. LESHHER: Okay. Bill 1494 passes.</p> <p>21 Thank you very much.</p>

Page 118

1 And we move on to a discussion of the  
 2 Preserve at Wye Mills. Mr. Clarke, are you on  
 3 for this one again?  
 4 MR. CLARKE: Yes, sir, I am.  
 5 MR. LESHER: You get all the fun ones.  
 6 MR. CLARKE: I get the fun ones.  
 7 We also have Mr. Phil Jackson, who is also  
 8 the president of the homeowner's association  
 9 here with us tonight.  
 10 MR. LESHER: Thank you. Welcome,  
 11 Mr. Jackson.  
 12 MR. JACKSON: Thank you.  
 13 MR. LESHER: So would you like to fill us  
 14 in on the nature of the request and the  
 15 direction that we have from MDE?  
 16 MR. CLARKE: Yes, sir. First off, I want  
 17 to thank Mr. Jackson. We've been working with  
 18 Mr. Jackson related to the issues that they've  
 19 been having at the wastewater treatment plant  
 20 at the Preserve at Wye Mills. Mr. Jackson has  
 21 also been participating in basically monthly

Page 119

1 meetings with the Department of Public Works,  
 2 MDE, Rauch, Incorporated, the design firm, as  
 3 well as Environmental Health.  
 4 And ultimately per our last meeting or  
 5 two, the discussion came up of having the  
 6 county assume ownership of the Preserve at Wye  
 7 Mills wastewater treatment plant. The primary  
 8 objective for the county to actually be now  
 9 eligible for grant funding. If basically the  
 10 Preserve at Wye Mills were to remain the owner  
 11 of the facility, they could only receive loans  
 12 at this point in time.  
 13 So the key here would be in discussions  
 14 with MDE was try to move forward with an  
 15 application to MDE for funding, both grant as  
 16 well as a loan package.  
 17 And our objective now is to submit that  
 18 hopefully to MDE in December. Actually  
 19 applications are due at the end of January, but  
 20 we're hoping to work with MDE to do any fine  
 21 tuning on that application.

Page 120

1 But as part of our application, the county  
 2 would have to either own the facility, which I  
 3 don't think we have enough time to do that, or  
 4 we can request from the Council an intent, a  
 5 letter of intent to take over that. And then  
 6 we can submit that letter of intent to MDE to  
 7 satisfy the requirements.  
 8 MR. LESHER: That would get us in line for  
 9 this round of funding?  
 10 MR. CLARKE: Yes, sir.  
 11 And so the Council is aware, too. The  
 12 funding would be available July 1, 2023.  
 13 We are looking at alternative strategies  
 14 right now. And we'll need to sit down with the  
 15 homeowner's association and Mr. Jackson. One  
 16 option right now is possibly moving forward  
 17 with improvements, but we would do that via a  
 18 loan and then the grant funding would be  
 19 applied to that project as of July 1, 2023.  
 20 MR. LESHER: Okay.  
 21 MR. PACK: Ray, I have not read the PER.

Page 121

1 I know it's been received.  
 2 MR. CLARKE: Yes, sir.  
 3 MR. PACK: The Council just got it later  
 4 this evening.  
 5 But I do know that the members of the  
 6 Public Works Advisory Board were very concerned  
 7 that the county not move on ownership of the  
 8 facility until after the PER had been received  
 9 and after we had had a chance to digest it and  
 10 record any updates or any changes.  
 11 Although this letter of intent does not  
 12 bind the county into taking over ownership, but  
 13 if it satisfies, to your point, the grant  
 14 requirement from MDE, we're doing so with this  
 15 letter with the hopeful intent, if I can use  
 16 the word a second time in the sentence, to take  
 17 it over, but provided that we get the PER and  
 18 we have a chance to review that and make any  
 19 changes.  
 20 MR. CLARKE: And so the Council is aware,  
 21 I mean Terry Martin and I have reviewed the



Page 122

1 PER. We've met with Rauch, Incorporated.  
 2 Ultimately, it has all the things that  
 3 we've requested to be put in the PER. They did  
 4 an analysis. The PER has found that an MBR  
 5 treatment system is the most feasible option  
 6 for this.  
 7 MS. PRICE: What kind?  
 8 MR. CLARKE: What's that? MBR, which is a  
 9 micro -- now I'm going to mess up. Membrane  
 10 bioreactor. I apologize.  
 11 So it's an MBR system. And we basically  
 12 have that constructed or designed as part of  
 13 the replacement of the existing system.  
 14 MR. PACK: Have you submitted to Council  
 15 an analysis of the PER?  
 16 MR. CLARKE: I have not. I did submit  
 17 something to the County Council, a  
 18 recommendation of taking over the facility.  
 19 MR. PACK: Right.  
 20 MR. CLARKE: But yeah. We have not given  
 21 you, I haven't given you a summary sheet of the

Page 123

1 PER at this point.  
 2 MR. PACK: Did the analysis -- you said  
 3 you talked with Rauch, Incorporated.  
 4 Did you guys talk about the capacity for  
 5 that MBR?  
 6 MR. CLARKE: Yes. And what we are looking  
 7 at right now, the -- originally the Preserve at  
 8 Wye Mills wastewater treatment plant was  
 9 designed for 20,100 gallons per day.  
 10 What we were now discussing is actually  
 11 putting in two 10,000 gallon-per-day treatment  
 12 units.  
 13 One of the things we're finding is that  
 14 the wastewater flows from I think it's about 53  
 15 to 54 houses is around between six to 7,000  
 16 gallons per day. They have I believe another  
 17 13 houses. I think it's up to 67 houses to be  
 18 connected. So that might get them up to let's  
 19 say another seven to 8,000 gallons a day  
 20 wastewater flow.  
 21 In discussions with MDE last year I

Page 124

1 believe it was, we could actually utilize that  
 2 second 10,000 gallon-per-day wastewater system  
 3 to possibly go and extend sewer out and assist  
 4 with the overall operations by let's say going  
 5 up to the Preserve at Wye Mills or something of  
 6 that nature.  
 7 MR. JACKSON: I think one of the major  
 8 challenges that we've experienced in this  
 9 community with this system is that we've not  
 10 been able to provide it with the capacity and  
 11 flow necessary for the system to work  
 12 effectively.  
 13 So really we're caught in this difficult  
 14 place of not having enough homes in the  
 15 community to get the efficiencies out of the  
 16 system to drive the total nitrogen results that  
 17 we're looking for.  
 18 So it's an unfortunate kind of crossroads  
 19 we're at. And that is a major consideration  
 20 that's called out in the PER as a reflection on  
 21 why we haven't been able to get to the

Page 125

1 compliance that we would ultimately like to get  
 2 to.  
 3 MR. PACK: And this is spray fields,  
 4 correct?  
 5 MR. CLARKE: This is stray field.  
 6 MR. PACK: Would the MBR also be spray?  
 7 MR. CLARKE: Yes. We would continue to be  
 8 spraying. It would continue to spray irrigate.  
 9 One of the things that we would be looking  
 10 at is the permit right now I think is ten  
 11 milligrams per liter for total nitrogen. With  
 12 the MBR, we would be dropping that down to  
 13 three milligrams per liter for total nitrogen.  
 14 MS. PRICE: How does that compare to an  
 15 ENR plant?  
 16 MR. CLARKE: It's the same. It is the  
 17 same.  
 18 MR. PACK: What about the -- I don't have  
 19 the report in front of me. What about the  
 20 holding tank for the winter?  
 21 MR. CLARKE: It would still remain the

Page 126

1 same. But right now, the flows, and that's  
 2 been looked at, we would have enough capacity.  
 3 We would have enough capacity basically --  
 4 MR. PACK: In the existing tank or will we  
 5 be putting in a new tank?  
 6 MR. CLARKE: No, no. With the existing  
 7 holding pond that we have, we'd have enough  
 8 capacity.  
 9 MR. JACKSON: But the PER also looks at  
 10 the current spray field configuration. We are  
 11 not currently built out completely in terms of  
 12 the spray field that's currently this place.  
 13 And so one of the important considerations  
 14 in terms of, both in terms of context of the  
 15 PER was to look at whether or not we currently  
 16 had appropriate capacity built out in that  
 17 spray field for the effluent that's coming into  
 18 the lagoon and being sprayed. And it does seem  
 19 we do have appropriate capacity to both meet  
 20 the needs of the community as it is and to meet  
 21 the future needs to accommodate the current

Page 127

1 building permits that are in the queue.  
 2 MR. PACK: And how many lots do you have  
 3 to be built on?  
 4 MR. CLARKE: I think there's five building  
 5 permit applications right now that are on hold.  
 6 There are I believe there's 14, 13 to 14 --  
 7 MR. PACK: Thirteen vacant lots.  
 8 MR. CLARKE: Yeah. Thirteen vacant lots  
 9 out there today.  
 10 MR. PACK: Okay. So my last question was  
 11 that when will you get the summary back to  
 12 Council you think by?  
 13 MR. CLARKE: I'll try my best, maybe try  
 14 and get it to you Friday.  
 15 MR. JACKSON: I would just add that we  
 16 have continued to work over the course of two  
 17 years alongside Ray. And I would be remiss in  
 18 this setting not to acknowledge how supportive  
 19 Ray has been in helping us navigate what is a  
 20 very complex matter, a matter that I am not  
 21 equipped. I've only become somewhat equipped

Page 128

1 to manage and deal with.  
 2 The county, Talbot County, and Ray Clarke  
 3 specifically have been a phenomenal resource to  
 4 us.  
 5 In the past several weeks in working with  
 6 Rauch Engineering as well, we've been able to  
 7 make changes to the facility to get it right on  
 8 the razor line of this compliance, and we're  
 9 pleased with that progress. But we don't want  
 10 this progress to slow. We want to keep moving  
 11 towards this end goal.  
 12 The county is the preferred steward for a  
 13 facility like this, and we're keen to see this  
 14 through.  
 15 MR. PACK: Right. Mr. Jackson, let me  
 16 just say that I've been dealing with you this  
 17 last two years.  
 18 MR. JACKSON: Two years, yeah.  
 19 MR. PACK: I just want to give you your  
 20 props because you have been a voice of that  
 21 community up there bringing this to our

Page 129

1 attention some two-plus years ago and saying  
 2 that we have a public health issue here.  
 3 MR. JACKSON: Yeah.  
 4 MR. PACK: That we need to address. We  
 5 need the Council to step up, not just the  
 6 elected body but also the Board of Health to  
 7 step in and take action.  
 8 And so I just want to say to you, the  
 9 citizens up there should be very proud to have  
 10 you as their voice. I don't know whether  
 11 you've been the elected speaker or not.  
 12 MR. JACKSON: By default. It's fine, it's  
 13 good, it's wonderful, right.  
 14 MR. PACK: You've been great. I think  
 15 anytime we needed some information from you,  
 16 you've been very responsive in getting back  
 17 with us in a timely manner.  
 18 So thank you for all that you've done for  
 19 the citizens up there as well as for the  
 20 general health of Talbot County. I really  
 21 appreciate it.

Page 130

1 MR. JACKSON: Thank you very much.  
 2 MR. CLARKE: And I should note that  
 3 Dr. Maguire has participated in the meetings as  
 4 well.  
 5 MR. PACK: Okay.  
 6 MS. PRICE: I was going to say the same  
 7 thing, Mr. Jackson. You have become very good  
 8 at verbalizing.  
 9 When we sit up here and we learn these  
 10 acronyms and we learn about things that we  
 11 never thought we would as elected officials,  
 12 and you have really been able to speak about  
 13 this issue a lot better than I'm doing right  
 14 now. But we do appreciate it.  
 15 MR. JACKSON: Thank you.  
 16 MS. PRICE: It's very, very important. So  
 17 thank you.  
 18 MR. JACKSON: It's my new favorite topic.  
 19 MS. PRICE: All the things you never  
 20 thought you'd learn about, right?  
 21 MR. JACKSON: That's right.

Page 131

1 MR. DIVILIO: If there's anything in the  
 2 HOA bylaws about having to come to a County  
 3 Council meeting about your wastewater treatment  
 4 facility ending your term at the -- starting a  
 5 term limit, I think it should be in there.  
 6 MR. JACKSON: Yeah.  
 7 MR. DIVILIO: This is one of those times  
 8 when government has the ability to step in and  
 9 help with environmental issue. And it's clear  
 10 that delays happen even with us and pollution  
 11 still continues. So I would like to move  
 12 forward with this as quickly as possible.  
 13 I'm also not one to just address the  
 14 immediate need without thinking about  
 15 surrounding and larger issues that may come of  
 16 this. And although you live in a beautiful new  
 17 neighborhood with lots of new homes in there  
 18 and across the street there's plenty that were  
 19 built in the '90s, there is another street  
 20 right next to you basically across the field  
 21 with homes built in the '60s and '70s.

Page 132

1 MR. JACKSON: That's right.  
 2 MR. DIVILIO: And we know that septic  
 3 systems don't last forever.  
 4 So I think that as we go through this, we  
 5 do need to make a little bit more of a holistic  
 6 approach to Wye Mills because every time we fix  
 7 a failing septic system, we're cleaning up the  
 8 Bay. And with Ray monitoring the facility,  
 9 septic systems are not monitored.  
 10 So I think there is some opportunity here.  
 11 Reading through all the recommendations,  
 12 they're not even recommendations. It's almost  
 13 Talbot County, you must take it over, if you  
 14 don't take it over, we're going to force you to  
 15 take it over.  
 16 So I appreciate you bringing this to us,  
 17 both of you. I have learned more about  
 18 wastewater treatment facilities from this  
 19 project alone and Mr. Pack, as well being with  
 20 all the meetings and helping me guide me  
 21 through it. I can't think of a better team to

Page 133

1 make me feel comfortable with my vote.  
 2 So thank you for the work that you've done  
 3 bringing it to us, following through. And I'd  
 4 be prepared to move on this.  
 5 MR. LESHER: That almost sounded like a  
 6 motion to move forward with a letter of intent.  
 7 MR. PACK: Let me say, too, just very  
 8 briefly to Mr. Divilio's point. I will piggy  
 9 back on it.  
 10 I know the Public Works Advisory Board has  
 11 not had a chance to look at this yet, Ray. But  
 12 I think we need to probably be more open-minded  
 13 in our approach to Wye Mills.  
 14 You know, this county has had a history of  
 15 being sometimes narrow sighted in our  
 16 development of wastewater treatment. And then  
 17 ten, 15 years down the road say oh, my gosh, if  
 18 we just included another 10,000 gallons, we  
 19 wouldn't be in this pickle.  
 20 So I think when we look at that  
 21 geographical area with your mapping, we got to

Page 134

1 look at the 13 lots that are now available.  
 2 But to Mr. Divilio's point, what about across  
 3 the street, what about the acreage up the  
 4 street. If we included that, that was added  
 5 in, what would that get us and would the 20,000  
 6 be sufficient.  
 7 So even if you leave room, because with  
 8 the MBR, you can always add another 10,000  
 9 gallons in as long as you have the rooftop to  
 10 put it under. So you can always do that.  
 11 MR. CLARKE: Right.  
 12 MR. DIVILIO: So I would make a motion  
 13 that we submit a letter of intent.  
 14 MS. PRICE: Second.  
 15 MR. LESHER: We have a motion and a  
 16 second. Madam Secretary, would you call the  
 17 roll.  
 18 SECRETARY: Mr. Leshner.  
 19 MR. LESHER: Aye.  
 20 SECRETARY: Mr. Divilio.  
 21 MR. DIVILIO: Aye.

Page 135

1 SECRETARY: Ms. Price.  
 2 MS. PRICE: Aye.  
 3 SECRETARY: Mr. Pack.  
 4 MR. PACK: Aye.  
 5 MR. JACKSON: Thank you.  
 6 MR. CLARKE: Thank you.  
 7 MR. LESHER: Thank you very much.  
 8 Mr. Stamp, you're up with the county  
 9 manager report.  
 10 MR. STAMP: Great. Thank you,  
 11 Mr. Chairman, Mr. President. I'm sorry.  
 12 The first item I have for County Council  
 13 is under board and committee appointments.  
 14 We're recommending to the Council the  
 15 appointment of Donald Webster to the Weed  
 16 Control Committee.  
 17 MR. PACK: So moved.  
 18 MR. DIVILIO: Second.  
 19 MR. LESHER: Madam Secretary, would you  
 20 call the roll.  
 21 SECRETARY: Mr. Leshner.

Page 136

1 MR. LESHER: Aye.  
 2 SECRETARY: Mr. Divilio.  
 3 MR. DIVILIO: Aye.  
 4 SECRETARY: Ms. Price.  
 5 MS. PRICE: Aye.  
 6 SECRETARY: Mr. Pack.  
 7 MR. PACK: Aye.  
 8 MR. STAMP: The next item, I'd ask Preston  
 9 Peper, your director of recreation and parks,  
 10 to come forward.  
 11 His first item, he's going to ask for  
 12 permission to utilize contingency funds to  
 13 purchase a truck. As you read in your agenda  
 14 packet, Parks and Recreation is requesting to  
 15 purchase a new truck from Hertrich Fleet  
 16 Services in the amount of \$28,718 utilizing the  
 17 State contract.  
 18 If you recall, Council, when we were  
 19 working through the FY22 budget, we looked at a  
 20 request from FY22 and moved some capital  
 21 purchases for vehicles back to FY21 if they

Page 137

1 could be purchased by June 30th. You  
 2 authorized five vehicles to be purchased. We  
 3 were able to purchase four prior to June 30th,  
 4 but we were not able to get the other one  
 5 because of availability.  
 6 So the money was there. It's been brought  
 7 forward. And there is suitable contingency  
 8 available for this request.  
 9 Preston is here to answer any questions  
 10 with regard to that.  
 11 MR. LESHER: Any questions?  
 12 MR. DIVILIO: What color truck will it be?  
 13 MR. PEPER: I'm guessing white.  
 14 MR. LESHER: This is a replacement  
 15 vehicle?  
 16 MR. PEPER: Correct, yeah. So this is a  
 17 replacement vehicle for one that was  
 18 discontinued last year. And it just -- I'm  
 19 assuming that because of the COVID microchip,  
 20 that they just, everything just kind of halted.  
 21 So in speaking with them, the thought

Page 138

1 process is is this vehicle is scheduled to be  
 2 built by the end of November.  
 3 MR. STAMP: The only other thing I'll  
 4 mention to you is while we talk about items  
 5 that were authorized to be purchased prior to  
 6 June 30th, the only other item that's out there  
 7 that we were unable to purchase at this point  
 8 is a tractor for Preston's operation as well.  
 9 And that is not available to purchase at this  
 10 time, but I envision we'll be back to you maybe  
 11 after the first of the year sometime to buy  
 12 that out of contingency as well.  
 13 And just for the record, our contingency  
 14 balance, if approved for this project, will  
 15 leave \$892,708.  
 16 MR. LESHER: Thank you, Mr. Stamp.  
 17 Are we ready for a motion?  
 18 MR. PACK: Yes, Mr. Chairman. I'll make  
 19 the motion we go ahead and approve the \$28,719  
 20 out of contingency FY21 for the purchase of a  
 21 truck for Parks and Rec.

Page 139

1 MR. DIVILIO: I'll second.  
 2 MR. LESHER: Madam Secretary, would you  
 3 call the roll.  
 4 SECRETARY: Mr. Leshner.  
 5 MR. LESHER: Aye.  
 6 SECRETARY: Mr. Divilio.  
 7 MR. DIVILIO: Aye.  
 8 SECRETARY: Ms. Price.  
 9 MS. PRICE: Aye.  
 10 SECRETARY: Mr. Pack.  
 11 MR. PACK: Aye.  
 12 MR. PEPER: Thank you.  
 13 MR. STAMP: So while Preston is up here, I  
 14 would like to, if Council doesn't mind, jump  
 15 down in my report to another item that  
 16 Mr. Peper has for you. And that is he is  
 17 requesting to renew a contract with Coastline  
 18 Pool Service for 2022 in the amount of 214,000.  
 19 Coastline Pool Services managed both the  
 20 George Murphy and the Bay Hundred Pool last  
 21 season. And I think Preston can add to it and

Page 140

1 answer any questions relative to this request.  
 2 Part of the extension will pay for half  
 3 the contract out of FY22, which we currently  
 4 have in place right now in the budget. And  
 5 then three months would be covered in FY23,  
 6 which would be July, August, September.  
 7 MR. PEPER: So if you remember, this had  
 8 to do with the fact we couldn't get enough  
 9 lifeguards for the pools last year and we used  
 10 the pool management company.  
 11 Actually, in my opinion, it worked out a  
 12 lot better than I thought. We had nothing but  
 13 compliments as far as the cleanliness of the  
 14 pool, the service at the pool. So it was kind  
 15 of a good work around all the way around for  
 16 everybody.  
 17 I know there's been -- Mr. Stamp has even  
 18 made comments sometimes. Lifeguarding is kind  
 19 of a nerve-racking thing. You never want to  
 20 have anything bad happen at a pool.  
 21 So this put the onus on them. They're

Page 141

1 able to train their own lifeguards, they're  
 2 able to train their own water safety  
 3 instructors, and they're actually able to train  
 4 their own pool managers, which is kind of a  
 5 rarity. So this particular company can do  
 6 everything.  
 7 We have looked out there for other places.  
 8 And most of the pool management companies that  
 9 we've come across, they do mostly just the pool  
 10 management, the mechanics of the pool. They  
 11 don't deal with any of the staffing of the  
 12 pool. So they don't deal with the lifeguards  
 13 and the swim instructors. So that's why this  
 14 is such a nice relationship.  
 15 The other big plus for this company is  
 16 they have their contract with the Dorchester  
 17 County pool. I believe they also have the  
 18 Easton Club pools. And it's very possible that  
 19 they will also be managing the Kent County pool  
 20 coming up this next year. So they have a pool  
 21 of lifeguards that they're able to pull in all

Page 142

1 different directions. So if they're short one  
 2 place, they can pull them to another.  
 3 So like I said, it's kind of a good  
 4 situation all the way around to have.  
 5 MS. PRICE: How are they able to find the  
 6 lifeguards and nobody else could?  
 7 MR. PEPER: What they do is give bonuses  
 8 for people to recruit their own friends to be  
 9 lifeguards and they compensate them with  
 10 bonuses.  
 11 MR. DIVILIO: It's a machine. If you look  
 12 at their website, the Facebook pages that they  
 13 do, it's almost on par with a temp agency. And  
 14 it worked out.  
 15 MS. PRICE: That's great, wonderful.  
 16 MR. PEPER: The other part that's nice is  
 17 we've always struggled with pool managers in  
 18 the past. And I think this is what's the plus  
 19 this year.  
 20 We've always tried to have youth managing  
 21 youth, which is never a good thing. Just most

Page 143

1 of them are either classmates or a couple of  
 2 years younger.  
 3 So with this particular company, Josh, who  
 4 he's co-owner I think, he spent quite a bit of  
 5 time actually physically out at the pool to  
 6 have a presence out there. And what's why we  
 7 didn't have a lot of these overlapping  
 8 staffing, too many people, and things going on  
 9 at the pool that shouldn't have been going on  
 10 at the pool.  
 11 MR. PACK: Goofing off.  
 12 Mr. Chairman, I'll make a motion that we  
 13 approve Coastline Pool Services operation and  
 14 maintenance at both the George Murphy and Bay  
 15 Hundred pools FY22 in the approximate sum of  
 16 \$214,000.  
 17 MS. PRICE: Second.  
 18 MR. LESHER: Madam Secretary, would you  
 19 call the roll, please.  
 20 SECRETARY: Mr. Leshner.  
 21 MR. LESHER: Aye.

Page 144

1 SECRETARY: Mr. Divilio.  
 2 MR. DIVILIO: Aye.  
 3 SECRETARY: Ms. Price.  
 4 MS. PRICE: Aye.  
 5 SECRETARY: Mr. Pack.  
 6 MR. PACK: Aye.  
 7 MR. PEPER: Thank you.  
 8 MR. STAMP: Thank you, Preston.  
 9 The next item I have, I would like to  
 10 invite Mr. Roy Myers up from St. Michael's and  
 11 Geneva Schaffle. If you could come forward.  
 12 So Mr. Myers and Geneva are here. So  
 13 Mr. Council Vice President, what you have here  
 14 is a letter, they're requesting a letter,  
 15 St. Michael's Climate Change Sea Level Rise  
 16 Commission, for a grant application the  
 17 Maryland Department of Natural Resources for  
 18 the pilot design project for mitigation of sea  
 19 level rise and storm water flood and its  
 20 economic impact on St. Michael's Harbor.  
 21 What I would say to lead up, and then of

Page 145

1 course I'll hand it over to you to talk to  
 2 Council about this, Roy. But as Council knows,  
 3 we are invested in community resiliency and our  
 4 five pillars to address to support our  
 5 community.  
 6 One of those is infrastructure. And we as  
 7 recent as last couple weeks ago, last week, we  
 8 saw again first hand we were one high tide away  
 9 from a fairly catastrophic situation. And so  
 10 it is something that we face with the Bay  
 11 Hundred and everyone knows it.  
 12 So welcome. And we'll turn it over to you  
 13 for your request.  
 14 MR. MYERS: Thank you very much. You all  
 15 put in a tough meeting. You're a long meeting.  
 16 You're hanging in there very well.  
 17 MS. PRICE: This is nothing compared to  
 18 some of them.  
 19 MR. MYERS: This is an easy one? Well,  
 20 good. I'm glad, I'm glad.  
 21 Earlier this year, the Town of

Page 146

1 St. Michael's created the Climate Change Sea  
 2 Level Rise Commission. And the purpose of that  
 3 was to have a group that would focus on sea  
 4 level rise and the impact of that on our  
 5 harbors and come up with grants and projects to  
 6 put in place over the next 15 years that would  
 7 mitigate the impact of sea level rise on the  
 8 town looking towards the projected sea level  
 9 rise in 2050.

10 We did a year ago, we completed a harbor  
 11 and infrastructure study for Main Miles Harbor  
 12 in town. And there were eight areas that were  
 13 defined that by 1950 (sic.) will be under water  
 14 most of the time or under water all of the  
 15 time.

16 That really got the attention of the  
 17 commissioners, and it has brought the town  
 18 together to focus on this whole area. We've  
 19 been -- I also participate in the Talbot County  
 20 update of the hazard mitigation and resilience  
 21 plan and have gotten a lot of support of the

Page 147

1 impact of sea level rise, climate change, and  
 2 the whole sea level on our area. And I've had  
 3 a lot of support about making sure that gets  
 4 support of that into the Talbot County rewrite  
 5 of the plan. A lot of support and a lot of  
 6 good discussions about that.

7 So the Climate Change and Sea Level  
 8 Commission with the support of the town is  
 9 going forward with two more DNR grant projects  
 10 to try to start addressing this issue.

11 The first area we're looking at is Harbor  
 12 Road, West Harbor Road and East Shoe Avenue.  
 13 It's right at the end of the harbor in  
 14 St. Michaels. It floods regularly. The  
 15 police have to cordon it off regularly. It is  
 16 access to a number of homes. Its access to  
 17 the Harbor Inn and its access to the town  
 18 slips and parking in that area.

19 You mentioned the flooding a couple of  
 20 weeks, a week ago I guess now. And I measured  
 21 the water at the highest point where there's a

Page 148

1 waterman shack and it was a foot and a half.  
 2 You'd go to the lower point, it was three to  
 3 four feet above that area.

4 So if we're going to really address that  
 5 area, we have to do a detailed -- we have to  
 6 dig into that area and do a detailed  
 7 engineering design.

8 So the first grant we're looking for is  
 9 what DNR calls an outcome three grant, which is  
 10 to do a detailed engineering design to look at  
 11 that whole area and look at the most feasible  
 12 way we could engineer fixing that area.

13 And there are two aspects of it. One is  
 14 you've got to do the sea level.

15 The other side is there's some big storm  
 16 water pipes that come down from Talbot Road and  
 17 come down from Meadow Road that empty right  
 18 into the harbor. So if the sea level goes up  
 19 and there's no way for that water to go up, the  
 20 water just would back up behind it. It's not  
 21 an easy situation to do.

Page 149

1 The initial strategy was proposed for us  
 2 to do some sort of berm with some sort of  
 3 cistern to connect the storm water behind it.

4 We want this grant to do a lot more than  
 5 that because I don't -- we want them to look at  
 6 maybe there are ways we should be looking at  
 7 raising the road, maybe there are ways we  
 8 should be raising the bulkhead, maybe it's a  
 9 step approach. But we're going to have to  
 10 really do some -- it's going to have to be some  
 11 very intensive design to figure out how you  
 12 address both issues.

13 So the outcome three grant we're going  
 14 forward with now is to ask for funding for  
 15 detailed engineering design in that area. And  
 16 that's the first area that was recommended to  
 17 be looked at in the studies.

18 MR. STAMP: And this is the first request.  
 19 You have actually a second request for  
 20 another letter; is that correct?  
 21 MR. MYERS: Right.

Page 150

1 MR. STAMP: So Council, now we're asking  
 2 for a letter of request. This would obligate  
 3 no county funds. And this would be a letter of  
 4 support for their grant application.  
 5 MR. MYERS: Yeah. We're asking for a  
 6 letter of Talbot County supporting  
 7 St. Michael's grant. And we would include a  
 8 letter hopefully from you in our grant request  
 9 as one of the supporting letters.  
 10 MR. PACK: To DNR, correct?  
 11 MR. MYERS: To DNR.  
 12 MR. LESHER: And Ms. Schaffle is here to  
 13 tell us that supporting this would be in  
 14 concurrence with our hazard mitigation plan.  
 15 MS. SCHAFFLE: Correct. Our current  
 16 hazard mitigation plan is the county plan that  
 17 involves all municipalities.  
 18 So we've done this in the past also where  
 19 we've supported municipality projects. That  
 20 might not -- our plan is updated every five  
 21 years. So within that five-year cycle, studies

Page 151

1 come about, new projects come about. So we  
 2 want to continue to support them.  
 3 And our current update, which will be next  
 4 year, is including supporting these discussions  
 5 that we're having around this project.  
 6 MR. LESHER: Thank you very much.  
 7 MS. PRICE: So we'll take the two of these  
 8 together?  
 9 MR. LESHER: Do you want to discuss the  
 10 second one?  
 11 MR. MYERS: The second grant -- the first  
 12 study we did was for the main harbor on the  
 13 St. Michael's side. St. Michael's actually has  
 14 two harbors. So we have a harbor on Back  
 15 Creek, which is Santo (sic.) Domingo Creek,  
 16 which goes down to the Choptank. That has  
 17 become a very strong area for canoeing, paddle  
 18 boarding, all sorts of things. We have a big  
 19 waterman's dock there for 12 watermen.  
 20 We also have a number of streets that  
 21 empty that go down to that. West Shoe, Grace

Page 152

1 Street, Canton Street, all of which were  
 2 dramatically flooded two weeks ago.  
 3 So one of the things that always concerned  
 4 me is we did all this for the big harbor, there  
 5 are a lot of residents and people on the other  
 6 side of St. Michael's that aren't as noticed as  
 7 much but they're equally as important.  
 8 So if we're as a town going to have  
 9 projects where we prioritize projects and  
 10 money, we ought to do it for the entire  
 11 community and we ought to do a similar study  
 12 for the Santo Domingo Creek side so the  
 13 commissioners have a view of exactly all the  
 14 areas that will be hitting St. Michael's.  
 15 So the second grant is an Outcome Two  
 16 grant, a coastal hazard grant request to  
 17 analyze that area, look at where it's going to  
 18 be impacted by sea level rise, and come up with  
 19 schematics and strategies on how we could  
 20 mitigate in that area.  
 21 So there are two grants. Those are the

Page 153

1 two grants we're looking for.  
 2 MR. LESHER: Are we ready for a motion for  
 3 the two letters of support?  
 4 MR. PACK: I have one question. How long  
 5 did it take the last storm that we had, how  
 6 long did it take for that water to recede?  
 7 MR. MYERS: Normally it recedes fairly  
 8 quickly. The last weekend was very unusual.  
 9 When I was there with Isabel, the water  
 10 went up and down in 24 hours.  
 11 The last weekend, we had four successive  
 12 days where the water was up above, far above  
 13 normal range. The 29th, it was actually the  
 14 second highest flooding we've had since Isabel.  
 15 It was up almost four feet above normal sea  
 16 level, four and a half feet. Isabel was  
 17 six feet.  
 18 So what is very unnerving or strange,  
 19 however you want to look at it, is it's one  
 20 thing to have something come up and go down in  
 21 24 hours. It's another thing to have



Page 154

1 significantly higher tides than normal. I mean  
 2 I don't mean significantly. Dramatically  
 3 higher tides than normal over a four-day  
 4 period.  
 5 So what happened is the tide went down.  
 6 It never got below normal high tide and then it  
 7 went back up again. And it's interesting to  
 8 have it when it's -- if there's no rain,  
 9 there's no storm. It's just the water is just  
 10 coming up. It was very, very dramatic.  
 11 MR. PACK: Was any property damaged last  
 12 week?  
 13 MR. MYERS: I'm sorry?  
 14 MR. PACK: Property damage.  
 15 MR. MYERS: There was quite a bit of  
 16 property damaged, the docks, a lot of the  
 17 boards were torn up on the docks.  
 18 MR. PACK: How about residential?  
 19 MR. MYERS: What?  
 20 MR. PACK: Residential? I'm sorry. My  
 21 throat is dry.

Page 155

1 MR. MYERS: The water luckily, it got up  
 2 on the front door steps of a couple of the  
 3 homes on West Harbor Road, but it didn't get in  
 4 the homes yet.  
 5 The Crab Claw, no telling. They had like  
 6 four to five feet of water. The Crab and  
 7 Steakhouse over on the St. Michael's side had,  
 8 they had four foot of water in their kitchen.  
 9 The marina where I was at, the water was up  
 10 about a foot in the dock house.  
 11 So I don't think we totally know all the  
 12 things that happened.  
 13 MR. LESHHER: And several buildings at the  
 14 Maritime Museum.  
 15 MR. MYERS: Yeah.  
 16 MR. PACK: Really?  
 17 MR. DIVILIO: I apologize. I drove right  
 18 through St. Michael's during that high tide to  
 19 go to Tilghman to look for damage. And it  
 20 wasn't on St. Michael's Road, so I figured  
 21 everything was okay because it always seems to

Page 156

1 flood right there with the heavy rains.  
 2 MR. LESHHER: -- not tide water.  
 3 MR. DIVILIO: Yes. I didn't even think  
 4 to --  
 5 MR. MYERS: The heavy rains, what happens  
 6 is some of the sewer pipes on Talbot Street  
 7 can't control it and it just goes up.  
 8 What does happen, however, is the water in  
 9 the harbor backs up to Church Street right  
 10 behind the Episcopal Church and the Post  
 11 Office. And that was completely flooded by  
 12 about two feet.  
 13 Isabel got out to the main street, but  
 14 this one didn't.  
 15 MR. LESHHER: Are we ready for a motion?  
 16 MR. DIVILIO: Yup. I'll make a motion  
 17 that we support, send both letters in support  
 18 for the St. Michael's climate change sea level  
 19 rise with the commissioners.  
 20 MS. PRICE: Second.  
 21 MR. LESHHER: Madam Secretary, would you

Page 157

1 call the roll, please.  
 2 SECRETARY: Mr. Leshher.  
 3 MR. LESHHER: Aye.  
 4 SECRETARY: Mr. Divilio.  
 5 MR. DIVILIO: Aye.  
 6 SECRETARY: Ms. Price.  
 7 MS. PRICE: Aye.  
 8 SECRETARY: Mr. Pack.  
 9 MR. PACK: Aye.  
 10 MR. MYERS: Thank you so much.  
 11 MR. STAMP: Thank you.  
 12 MS. SCHAFFLE: Thank you.  
 13 MR. PACK: Thank you.  
 14 MR. STAMP: And Council, I have the last  
 15 item of business I have prior to announcements.  
 16 I would like Dave Edwards, our human resources  
 17 director, forward.  
 18 So on this item, we're requesting to enter  
 19 into a contract with the Alera Group for  
 20 compensation, a comprehensive compensation  
 21 study analysis. As you read in your agenda

Page 158

1 packet, we're requesting Council approval to  
 2 award compensation to Alera Group in the amount  
 3 of \$71,825. There are sufficient funds that  
 4 were budgeted for this.  
 5 And this does address our 3P work plan,  
 6 meaning people, processes, and projects. And  
 7 specifically under people, the retention and  
 8 recruitment of personnel. Certainly they're a  
 9 key component to our operation. And this would  
 10 allow us to take a deep dive, look into where  
 11 we stand.  
 12 And I've asked David to come in and just  
 13 give a cursory overview of what the study would  
 14 entail. David.  
 15 MR. EDWARDS: Thanks, Clay. I appreciate  
 16 the opportunity to speak with you all about the  
 17 compensation study.  
 18 In the fiscal 22 budget, County Council  
 19 allocated \$75,000 for the compensation study  
 20 for Talbot County government.  
 21 The last compensation study was completed

Page 159

1 in 2002.  
 2 We're requesting to move forward with the  
 3 selection of a compensation consultant, a  
 4 consulting partner that will assist Talbot  
 5 County with four main deliverables.  
 6 One is we want to gather benchmark  
 7 compensation data related to the market for all  
 8 of our full-time positions at Talbot County.  
 9 Secondly, we want to conduct an analysis  
 10 of the current grade step pay system. This  
 11 includes looking at overall competitiveness,  
 12 how our jobs are grouped within the grades, and  
 13 compression issues, which has really happened  
 14 over the years.  
 15 Third, we'll look to improving employee  
 16 performance evaluation process as well.  
 17 And finally, we want to ensure that  
 18 employees understand the full value of their  
 19 compensation and benefits in what's called a  
 20 total rewards statement. This is an electronic  
 21 statement that we put together for all of our

Page 160

1 full-time employees which really will highlight  
 2 the value of our benefits program in addition  
 3 to compensation.  
 4 So the main purpose of the project, as  
 5 Clay mentioned, is better enable us to attract  
 6 and retain talent to operate county government.  
 7 We recommend the compensation study be  
 8 awarded to the Alera Group in the amount of  
 9 71,825. The Alera Group is the sole source  
 10 procurement for -- it's a parent company of a  
 11 long-time partner of ours, Avon Dixon. They  
 12 are benefits brokers, and they focus really on  
 13 benefits and Worker's Comp for us.  
 14 The estimated timeline of the project  
 15 would be approximately three months. And then  
 16 the Alera Group will come forward when they're  
 17 ready after internal reviews first and present  
 18 the findings to the County Council for  
 19 consideration in advance for the fiscal year 23  
 20 budget process.  
 21 And so it's lining up well. We're on

Page 161

1 schedule to be able to do that.  
 2 That's what I have.  
 3 MR. STAMP: Any questions for Mr. Edwards?  
 4 MS. PRICE: I think 20 years is long  
 5 enough to wait. Probably time to do an update.  
 6 MR. EDWARDS: That's correct.  
 7 MS. PRICE: I didn't mean to make a rhyme.  
 8 MR. MYERS: Exactly.  
 9 MS. PRICE: So I'll make a motion that we  
 10 accept the bid to go to Alera Group.  
 11 MR. DIVILIO: I'll second.  
 12 MR. PACK: Second. I'll third.  
 13 MR. STAMP: Third?  
 14 MS. PRICE: Is that going to be in our new  
 15 rules and procedures, thirds?  
 16 MR. PACK: Might be.  
 17 MR. THOMAS: No, no. Keeping it simple.  
 18 MR. LESHAR: Madam Secretary, if you'll  
 19 call the roll.  
 20 SECRETARY: Mr. Leshar.  
 21 MR. LESHAR: Aye.

Page 162	Page 164
<p>1 SECRETARY: Mr. Divilio.  2 MR. DIVILIO: Aye.  3 SECRETARY: Ms. Price.  4 MS. PRICE: Aye.  5 SECRETARY: Mr. Pack.  6 MR. PACK: Aye.  7 MR. STAMP: Thank you.  8 MR. EDWARDS: Thank you.  9 MR. STAMP: Thank you, David.  10 Again, thank you, Council, for your  11 continuing support for our projects to push us  12 forward.  13 Under announcements, I have several. The  14 first one is there will be continuation of  15 Mr. Dan Watson's presentation. His first  16 portion of his presentation was on  17 October 12th. There will be a follow-up of his  18 presentation on Resolution 308 Monday,  19 December 13, 2021, at five p.m. to seven p.m.  20 in the Bradley Meeting Room.  21 Next announcement I have is I received</p>	<p>1 issuance of Bid 21-12. At the direction of  2 County Council, requesting proposal for the  3 removal of county-owned Confederate monument  4 from Talbot County Courthouse Green, 11 North  5 Washington Street, Easton, Talbot County,  6 Maryland. Sealed proposals are due Friday,  7 November 19, 2021, at ten a.m. in the county  8 manager's office. All bid documents can be  9 found on the county's website.  10 And then finally, I'll mention that county  11 offices will be closed this Thursday,  12 November 11th, out of respect of Veteran's Day.  13 And that completes the county manager  14 report. Thank you.  15 MR. LESHHER: Thank you very much,  16 Mr. Stamp.  17 Our next item is public comments, but I  18 see an empty meeting room, the public section  19 of the meeting room.  20 MS. PRICE: Maybe our stenographer might  21 want to comment.</p>
<p>Page 163</p> <p>1 word from the State Highway Administration.  2 Council will recall that you've had over the  3 years numerous requests addressing Route 329.  4 And there was specifically a request for SHA's  5 consideration to lower the speed limit on that  6 road because we've had a number of crashes, as  7 you all know all too well that the ditches on  8 both sides of that road are very, very steep.  9 And anyone that runs off the road, it's usually  10 a pretty serious accident.  11 We were advised from Mr. Ken Fender, the  12 district engineer, that the State Highway  13 Administration Office of Safety reviewed this,  14 and they did not authorize the reduction of  15 speed limit.  16 However, this being said, Mr. Fender said  17 that they will continue to work from an  18 engineering perspective to level and wedge the  19 roadway and work on ditches to do their best.  20 And he wanted me to convey that to Council.  21 The next item I have is announce the</p>	<p>Page 165</p> <p>1 MR. LESHHER: I presume we don't have  2 anybody signed up for public comment at this  3 point? Okay.  4 So that takes us on to Council comments.  5 Mr. Pack.  6 MR. PACK: Yes. Let me get myself  7 composed.  8 I heard earlier today that this Council  9 lost one of its former members. That person  10 was Nancy Clem. Ms. Clem I believe was the  11 second female to serve on this Council after  12 Ms. Sylvia Gannon served as I believe the first  13 Councilwoman. I'm going back to the early '70s  14 I believe.  15 I knew Ms. Clem. I had the pleasure of  16 meeting her when I first came on board the  17 Council. Of course, I knew Ms. Gannon very,  18 very well as well.  19 So I just want to extend my condolences to  20 her family at her passing and wish them all  21 love and support.</p>

Page 166

1 And also wanted to say to our veterans, as  
 2 we observe Veteran's Day this coming Thursday,  
 3 to all those who served in the community, we  
 4 thank you for your service. I don't think we  
 5 have any vets on the Council I don't believe.  
 6 But any staff members in the county and county  
 7 government who served in our Armed Forces, I  
 8 want to wish them a very Happy Veteran's Day  
 9 and thank them for their service to this  
 10 country.  
 11 And that's all I have.  
 12 MR. LESHER: Ms. Price.  
 13 MS. PRICE: Just a few events that we've  
 14 had recently. On the 29th of October, most of  
 15 Council went to the Mayor's Prayer Breakfast.  
 16 I want to thank Mayor Willey for putting  
 17 together a nice event. It was nice to go after  
 18 missing the event last year. We weren't able  
 19 to have it. It was very well attended and nice  
 20 to see everybody again.  
 21 Last week we had our annual consolidation

Page 167

1 meeting with all of the transportation  
 2 administrators. And that was a very good  
 3 presentation and I think a very good discussion  
 4 with our delegates. And the Council had really  
 5 good communication with all of them.  
 6 And looking forward to finally have the  
 7 50th Waterfowl Festival this upcoming weekend.  
 8 I don't think Friday is going to cooperate too  
 9 much with the weather. But other than that,  
 10 hopefully it will be a wonderful event and  
 11 we'll see everyone out and about again.  
 12 MR. LESHER: Mr. Divilio.  
 13 MR. DIVILIO: So just two quick points.  
 14 As I mentioned earlier, with the high  
 15 school scholarships, when you go to one of the  
 16 scholarship night awards, they call it awards  
 17 nights at the schools, there are a tremendous  
 18 amount of scholarships that are \$1,500, \$500,  
 19 \$2,000 that are book scholarships, all the way  
 20 up to ten to 50,000. You hear incredible  
 21 amounts of donations or scholarships that the

Page 168

1 students are earning.  
 2 And a lot of those are fundraised  
 3 regularly at Hog Neck Golf Course, at Talbot  
 4 Country Club playing golf tournaments, doing  
 5 different types of outings, 5Ks, lots of those  
 6 events.  
 7 So when you see those events, focus on  
 8 that, that you're actually giving back and  
 9 helping. What does Kelly call it? Raise our  
 10 own or grow our own programs.  
 11 And the same is going to go for Waterfowl  
 12 Festival. The Waterfowl Festival, there will  
 13 be a tremendous amount of vendors. When they  
 14 sell something, part of those proceeds go back  
 15 to the waterfowl festival. A lot of those  
 16 proceeds from many organizations go into those  
 17 scholarships funds. The Lions Club that's out  
 18 selling food, the Elks Lodge that has the whole  
 19 sportsman banquet, tents and everything out  
 20 there. They're selling those foods. And a lot  
 21 of that money, delicious crab crabs, are

Page 169

1 raising funds to go back to the community. So  
 2 please, as you can, try to support those as  
 3 much as possible.  
 4 And now for the most important message,  
 5 Happy Birthday, Mom. Thank you.  
 6 MR. LESHER: Mr. Divilio. I want to  
 7 update the public on the work toward moving the  
 8 Talbot Boys monument.  
 9 As we heard tonight, we've sent out an RFP  
 10 for offers to companies that would move the  
 11 monument and restore the courthouse square  
 12 behind it.  
 13 The staff have also met with the Midshore  
 14 Community Foundation regarding the funds  
 15 collected to pay for the move and how and when  
 16 those funds would be transferred to the county  
 17 to cover the costs of the move. No public  
 18 monies will be required or authorized, as was  
 19 set out in the resolution to move the monument.  
 20 The bids to move are due in two weeks, as  
 21 we heard tonight, just prior to the next

Page 170	Page 172
<p>1 Council meeting so Council can act to award 2 that bid.</p> <p>3 In addition, staff have reached out to 4 representatives of the Save the Monument group 5 alerting them of the time frame if an 6 alternative location is to be proposed.</p> <p>7 The County also issued a press release 8 regarding the RFP and has posted the relevant 9 information on its website. And just wanted 10 for sake of transparency to note all those 11 efforts that in due diligence have been moving 12 forward.</p> <p>13 Staff have also been busy with me in 14 planning the county's method for allocating the 15 American Rescue Plan Act, or ARPA, funds 16 following the best practices for this. We are 17 in the process of designing a survey to collect 18 public input on priorities given the 19 flexibility of this funding, which can be 20 applied to infrastructure, it can be applied to 21 businesses and nonprofits impacted by the</p>	<p>1 held on Tuesday, November 23rd, beginning at 2 six o'clock p.m. The Council will be convening 3 in open session at 4:30 p.m. and immediately 4 adjourning into closed session to discuss real 5 estate, legal, and personnel matters as listed 6 on the statement for closing that meeting.</p> <p>7 On Tuesday, November 16th, the County 8 Council will be holding our annual meeting with 9 the local delegation comprised of Senator 10 Eckert, Delegate Adams, and Delegate Mautz to 11 discuss the State's upcoming legislative 12 session. That meeting begins at 13 six o'clock p.m. and will also be held here in 14 the Bradley Meeting Room. It is open to the 15 public.</p> <p>16 And with nothing further on our agenda, a 17 motion to adjourn would be in order.</p> <p>18 MS. PRICE: So moved.</p> <p>19 MR. DIVILIO: Second.</p> <p>20 MR. LESHER: Madam Secretary, would you 21 call the roll.</p>
Page 171	Page 173
<p>1 pandemic and much more.</p> <p>2 This public input will likely be collected 3 in December, and it should be available to act 4 on our initial allocation early in the new 5 year.</p> <p>6 I, too, took note of the passing of former 7 Council Member Nancy Clem, who served both on 8 this body and then subsequently on the Easton 9 Town Council following the death of Mayor 10 Murphy.</p> <p>11 And she actually encouraged me in my entry 12 into public service. So remembering the 13 service of Nancy Clem.</p> <p>14 I want to alert my colleagues on the 15 Council and the public that I will not be 16 present for the November 23rd meeting, our next 17 meeting, and will vote for matters on that 18 agenda by sealed ballot.</p> <p>19 And that takes us to the end of our 20 agenda.</p> <p>21 The County Council's next meeting will be</p>	<p>1 <b>SECRETARY: Mr. Lesher.</b></p> <p>2 <b>MR. LESHER: Aye.</b></p> <p>3 <b>SECRETARY: Mr. Divilio.</b></p> <p>4 <b>MR. DIVILIO: Aye.</b></p> <p>5 <b>SECRETARY: Ms. Price.</b></p> <p>6 <b>MS. PRICE: Aye.</b></p> <p>7 <b>SECRETARY: Mr. Pack.</b></p> <p>8 <b>MR. PACK: Aye.</b></p> <p>9 <b>MR. LESHER: Thank you, all.</b></p> <p>10 <b>(Meeting concluded at: 8:33 p.m.)</b></p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p>

1 STATE OF MARYLAND  
 2 I, Diane Houlihan, a Notary Public in and  
 for the State of Maryland, County of Baltimore City,  
 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 Notarial Seal this 15th  
 day of November, 2021, at Easton, MD.

14  
 15 

16 \_\_\_\_\_  
 Diane Houlihan  
 Notary Public

17  
 18  
 19  
 20 My commission expires September 16, 2025  
 21

<b>0</b>	<b>16</b> 114:18 174:20	<b>23</b> 22:11 160:19	<b>4</b>
<b>0.54</b> 78:5	<b>168</b> 37:3	<b>23rd</b> 171:16 172:1	<b>4</b> 76:13
<b>1</b>	<b>16th</b> 172:7	<b>24</b> 36:15 56:6	<b>4,500</b> 36:5
<b>1</b> 74:16,17 104:5	<b>17</b> 24:17 74:9 90:3	153:10,21	<b>4,524</b> 36:6
120:12,19	<b>18</b> 47:20 68:15	<b>24108</b> 104:3	<b>4,600s</b> 36:7
<b>1,500</b> 167:18	80:2,10 83:20	<b>250</b> 106:17,18	<b>40</b> 3:16
<b>1.25</b> 104:19	84:21,21 85:1,6	110:3 112:10,13	<b>40,000</b> 79:4
106:14	85:11,21	<b>26,000</b> 27:19	<b>429</b> 97:19
<b>1.25.</b> 115:4	<b>19</b> 49:13 50:6 52:7	<b>28,718</b> 136:16	<b>44</b> 74:9
<b>10</b> 25:1	74:9 164:7	<b>28,719</b> 138:19	<b>46</b> 27:14 49:14
<b>10,000</b> 123:11	<b>1950</b> 146:13	<b>281</b> 74:1 76:6,17	<b>4:30</b> 172:3
124:2 133:18	<b>1999</b> 10:7	76:18 77:7,17	<b>4th</b> 90:8
134:8	<b>2</b>	81:16 83:10 90:4	<b>5</b>
<b>100</b> 24:12	<b>2</b> 74:12,12	90:6 92:10	<b>50</b> 43:8
<b>100,000</b> 80:20	<b>2,000</b> 167:19	<b>28128</b> 116:16	<b>50,000</b> 167:20
<b>10312</b> 94:16	<b>20</b> 18:7 21:11	<b>29th</b> 153:13	<b>500</b> 27:5 167:18
<b>105</b> 8:14 22:9	49:12 50:7 56:5	166:14	<b>500,000</b> 53:17
<b>11</b> 37:1 76:5 90:5	77:13 85:11 161:4	<b>2nd</b> 3:5	<b>50th</b> 167:7
164:4	<b>20,000</b> 134:5	<b>3</b>	<b>53</b> 36:14 123:14
<b>119</b> 22:20	<b>20,100</b> 123:9	<b>3</b> 28:12	<b>54</b> 36:13 74:8
<b>11th</b> 164:12	<b>200</b> 24:7	<b>3,500</b> 18:3	123:15
<b>12</b> 8:19 9:1 27:17	<b>2002</b> 159:1	<b>3.5</b> 52:11	<b>55</b> 74:9
37:1 83:20 85:1	<b>2008</b> 30:5	<b>30</b> 36:9 79:4	<b>59</b> 74:10
85:10 151:19	<b>2020</b> 32:13 37:16	<b>300</b> 8:13	<b>5ks</b> 168:5
<b>120</b> 82:18 85:12	68:8 75:2 76:5,13	<b>304</b> 74:9	<b>6</b>
<b>121</b> 37:3	90:5	<b>308</b> 103:7 162:18	<b>60s</b> 131:21
<b>122</b> 22:8	<b>2021</b> 1:7 3:15 6:1	<b>309</b> 103:18,20	<b>63</b> 18:5
<b>125</b> 106:1	6:9 17:11 19:2,12	105:4,7,10 107:3	<b>65</b> 56:11 74:10
<b>12th</b> 162:17	32:13 90:3 162:19	107:6 115:17,20	<b>67</b> 123:17
<b>13</b> 17:11 19:2 22:9	164:7 174:13	<b>30th</b> 137:1,3 138:6	<b>673</b> 37:9
52:8 123:17 127:6	<b>2022</b> 27:2 28:12	<b>31,530</b> 27:5	<b>68</b> 46:4
134:1 162:19	139:18	<b>310</b> 80:3 98:19	<b>6:00</b> 1:7
<b>130</b> 36:8	<b>2023</b> 120:12,19	<b>311</b> 102:9	<b>6:30</b> 98:21 102:11
<b>1362</b> 174:15	<b>2025</b> 174:20	<b>32</b> 104:5	<b>7</b>
<b>14</b> 74:9 127:6,6	<b>2030</b> 75:2	<b>321</b> 24:12	<b>7,000</b> 123:15
<b>1494</b> 116:11,13	<b>2050</b> 146:9	<b>329</b> 163:3	<b>700</b> 57:14
117:9,20	<b>21</b> 24:16	<b>335</b> 46:1	<b>70s</b> 131:21 165:13
<b>14th</b> 92:20 98:20	<b>21-12</b> 164:1	<b>36</b> 71:6	<b>71,825</b> 158:3
102:10,14 103:12	<b>214,000</b> 139:18	<b>365</b> 13:3 21:1	160:9
<b>15</b> 10:4 74:9	143:16	<b>370</b> 59:20	<b>719</b> 24:10
133:17 146:6	<b>21663</b> 104:4	<b>39</b> 52:7	<b>723</b> 24:19
<b>15th</b> 174:13	<b>22</b> 36:14 158:18	<b>3p</b> 158:5	
	<b>22nd</b> 94:11	<b>3rd</b> 105:9	

<b>75,000</b> 158:19 <b>7th</b> 17:10 19:2	<b>acceptances</b> 52:15 53:7	<b>added</b> 37:17 44:2 60:10 67:13 69:10 71:1 134:4	<b>adults</b> 47:15 <b>advance</b> 107:8 160:19
<b>8</b>	<b>accepted</b> 46:9 50:1,11	<b>addition</b> 160:2 170:3	<b>advanced</b> 5:11 <b>advantage</b> 53:6 <b>advertised</b> 103:5,8
<b>8</b> 18:2 <b>8,000</b> 123:19 <b>80</b> 46:4 81:4 <b>83</b> 74:10 <b>84</b> 76:19 78:21 <b>85</b> 45:20 74:10 104:5 <b>865</b> 74:11 <b>892,708</b> 138:15 <b>8:33</b> 173:10	<b>access</b> 4:21 5:18 47:21 48:11 54:7 80:9 147:16,16,17 <b>accident</b> 163:10 <b>accommodate</b> 126:21 <b>accompany</b> 7:8 <b>accomplish</b> 38:1,1 65:11,13 <b>accomplishments</b> 33:15 41:5 <b>accurate</b> 174:7 <b>ace</b> 54:16 <b>achievement</b> 39:16 <b>acknowledge</b> 127:18 <b>acknowledging</b> 20:16 21:4 <b>acquainted</b> 18:11 <b>acquisition</b> 116:14 116:21 <b>acreage</b> 134:3 <b>acres</b> 74:11 104:19 106:14 <b>acronyms</b> 130:10 <b>act</b> 115:10 170:1 170:15 171:3 <b>action</b> 72:14 92:4 95:1 129:7 174:12 <b>activities</b> 6:6 <b>actual</b> 95:18 96:2 96:19 117:3 <b>acute</b> 24:2 <b>adams</b> 172:10 <b>add</b> 74:21 76:9 88:6,7 110:8 127:15 134:8 139:21	<b>additional</b> 42:19 42:21 77:18 85:16 86:20 109:20 <b>additions</b> 2:13 <b>address</b> 7:16 25:11 26:6 78:2 88:10 99:16 129:4 131:13 145:4 148:4 149:12 158:5 <b>addressed</b> 87:2 97:8 <b>addressing</b> 147:10 163:3 <b>adequate</b> 80:9 <b>adjacent</b> 113:17 114:12 <b>adjoin</b> 113:15 <b>adjourn</b> 172:17 <b>adjourning</b> 172:4 <b>adjust</b> 71:16 <b>adjusted</b> 68:9,10 <b>adjustments</b> 67:21 <b>administration</b> 163:1,13 <b>administrative</b> 99:8 <b>administrators</b> 37:10 167:2 <b>adopt</b> 17:15 22:14 71:20 105:6 <b>adopted</b> 18:5,7 28:21 42:10 76:6 90:4,6 <b>adoptee</b> 29:2 <b>adopting</b> 18:12 105:12 <b>adoption</b> 22:14 77:7 99:8	<b>advise</b> 113:16 <b>advised</b> 163:11 <b>advisory</b> 105:3 110:16 114:6 121:6 133:10 <b>advocates</b> 5:10 10:18 <b>age</b> 68:16 <b>agencies</b> 58:9 <b>agency</b> 142:13 <b>agenda</b> 2:12,14,17 3:3 93:6,18 136:13 157:21 171:18,20 172:16 <b>ago</b> 66:14 70:2 75:19 111:15 114:19 129:1 145:7 146:10 147:20 152:2 <b>agree</b> 20:14 61:6 92:8,14 <b>agreed</b> 90:13 114:6 <b>agreeing</b> 90:14 <b>agreement</b> 84:8,9 <b>agriculture</b> 27:2 <b>ahead</b> 7:15 9:1 11:20 82:5 87:10 88:1 109:12 111:13 138:19 <b>alera</b> 157:19 158:2 160:8,9,16 161:10 <b>alert</b> 171:14 <b>alerting</b> 170:5 <b>algebra</b> 42:11,12 <b>alia</b> 76:9 <b>allegiance</b> 2:10
<b>9</b>	<b>9</b> 1:7 <b>9.5.</b> 84:15 <b>90s</b> 131:19 <b>90th</b> 28:11,12 <b>926</b> 97:19 <b>96</b> 45:20 <b>9th</b> 3:6 6:8 19:11		
<b>a</b>			
<b>a.m.</b> 164:7 <b>abandon</b> 29:21 <b>ability</b> 131:8 <b>able</b> 11:5 37:21 43:6 124:10,21 128:6 130:12 137:3,4 141:1,2,3 141:21 142:5 161:1 166:18 <b>abreast</b> 34:7 <b>abroad</b> 53:5,6 <b>absence</b> 2:5 <b>absent</b> 2:5 <b>absolutely</b> 34:15 48:14,16 50:17 51:20 52:3 67:4 89:13 <b>academic</b> 39:4 45:17 <b>accept</b> 89:12 161:10			



<p><b>allocated</b> 158:19  <b>allocating</b> 170:14  <b>allocation</b> 171:4  <b>allow</b> 158:10  <b>allowing</b> 3:18  85:18 106:5  <b>allows</b> 85:9 87:19  <b>alongside</b> 127:17  <b>alternative</b> 26:18  85:3 120:13 170:6  <b>amazed</b> 13:2  <b>amazing</b> 13:13  34:4 37:13 59:1  59:16  <b>ambiguity</b> 96:18  <b>amend</b> 2:17 73:21  74:1,20 75:3  81:16 99:5 103:21  108:10 109:9  110:3,7  <b>amended</b> 3:3 75:6  76:7 84:4,15  <b>amending</b> 76:7  77:17 112:13  <b>amendment</b> 79:15  81:12 83:2,9,15  84:16 85:3,15  86:7 87:2 88:12  89:11 91:16 92:10  92:12,20 93:4,15  111:17 113:6  <b>amendments</b>  76:15 81:19  <b>american</b> 18:6  59:11 170:15  <b>americans</b> 5:5  <b>amount</b> 50:8  136:16 139:18  158:2 160:8  167:18 168:13  <b>amounts</b> 167:21  <b>analysis</b> 37:19  122:4,15 123:2  157:21 159:9</p>	<p><b>analyze</b> 152:17  <b>anew</b> 64:11  <b>animal</b> 17:6,9,12  18:3,9,11 19:3,5,8  20:17 22:16 23:15  25:21 27:11 29:6  <b>animals</b> 17:14,19  18:2,19 21:13,17  21:19 22:9,11  23:1,19 24:7,19  26:8 31:5,11,15  <b>anne's</b> 13:19,20  46:18  <b>anniversary</b> 28:11  28:13  <b>announce</b> 163:21  <b>announcement</b>  162:21  <b>announcements</b>  157:15 162:13  <b>annual</b> 32:13  33:14 34:13,14  58:4,14 166:21  172:8  <b>anomaly</b> 21:13  <b>answer</b> 9:2 48:1  48:20 137:9 140:1  <b>anybody</b> 7:6,7  23:3 27:9 43:18  45:3 89:18 100:11  102:2 106:21  165:2  <b>anytime</b> 11:3  129:15  <b>ap</b> 52:7,8,8  <b>apologize</b> 122:10  155:17  <b>appear</b> 114:14  <b>appeared</b> 174:3  <b>applicable</b> 66:4  <b>application</b> 53:19  104:11 119:15,21  120:1 144:16  150:4</p>	<p><b>applications</b>  119:19 127:5  <b>applied</b> 40:6  120:19 170:20,20  <b>apply</b> 23:3  <b>appointment</b>  135:15  <b>appointments</b>  135:13  <b>appreciate</b> 10:13  15:1 16:2 21:3  28:17 30:12 33:12  34:11 41:12 42:3  42:7 56:6 59:17  61:4 63:9 93:11  101:20 129:21  130:14 132:16  158:15  <b>appreciation</b> 17:7  17:10 18:10 19:3  20:17  <b>appreciative</b>  13:10  <b>apprenticeships</b>  41:19  <b>approach</b> 4:5 5:17  132:6 133:13  149:9  <b>approaches</b> 81:3  <b>appropriate</b> 6:6  25:21 34:2 78:1  81:14 88:10 92:4  92:13 115:10  126:16,19  <b>appropriately</b>  7:19  <b>appropriation</b>  117:6  <b>approval</b> 77:8  80:3,7 87:6 158:1  <b>approvals</b> 80:11  <b>approve</b> 138:19  143:13</p>	<p><b>approved</b> 3:4,8  76:15 105:5  138:14  <b>approximate</b>  143:15  <b>approximately</b>  18:4 24:7 76:19  78:21 79:4 80:20  160:15  <b>april</b> 35:7  <b>april's</b> 35:11  <b>architecture</b>  54:18  <b>area</b> 23:8 54:19  55:8 71:1,6 74:11  107:15 110:2  112:15 133:21  146:18 147:2,11  147:18 148:3,5,6  148:11,12 149:15  149:16 151:17  152:17,20  <b>areas</b> 59:8 74:12  74:17 146:12  152:14  <b>armed</b> 166:7  <b>arose</b> 77:9  <b>arpa</b> 170:15  <b>art</b> 55:3 86:18  <b>article</b> 94:15  <b>artisans</b> 28:4  <b>asked</b> 48:3 64:3  65:8 158:12  <b>asking</b> 150:1,5  <b>asks</b> 88:1  <b>aspects</b> 148:13  <b>assign</b> 98:16 102:6  <b>assist</b> 124:3 159:4  <b>assistance</b> 22:21  24:2  <b>assistant</b> 49:7  <b>assisted</b> 174:7  <b>associated</b> 74:5  78:14 106:2</p>
--	---	---	--

<b>association</b> 118:8 120:15 <b>assume</b> 94:13 119:6 <b>assuming</b> 137:19 <b>attach</b> 44:4 <b>attached</b> 26:8 <b>attachment</b> 95:19 <b>attempt</b> 90:17 <b>attend</b> 50:3 <b>attended</b> 82:10 166:19 <b>attends</b> 4:10 <b>attention</b> 129:1 146:16 <b>attorney</b> 91:5 100:1 113:16 <b>attract</b> 160:5 <b>audio</b> 174:3 <b>august</b> 28:12 76:5 90:3,5 140:6 <b>authorize</b> 116:14 116:21 163:14 <b>authorized</b> 137:2 138:5 169:18 <b>authorizing</b> 94:1 <b>availability</b> 137:5 <b>available</b> 9:11 30:21 62:18 80:7 120:12 134:1 137:8 138:9 171:3 <b>avenue</b> 94:3,12 147:12 <b>avon</b> 160:11 <b>award</b> 41:14 158:2 170:1 <b>awarded</b> 50:9 54:1 160:8 <b>awards</b> 50:19 167:16,16 <b>aware</b> 40:7,8 60:6 82:15 120:11 121:20	<b>awareness</b> 6:4 11:3 40:13 <b>aye</b> 6:19,21 7:2,4 19:20 20:1,3,5 73:7,9,11,13 116:2,4,6,8 117:13,15,17,19 134:19,21 135:2,4 136:1,3,5,7 139:5 139:7,9,11 143:21 144:2,4,6 157:3,5 157:7,9 161:21 162:2,4,6 173:2,4 173:6,8 <b>ayonna</b> 56:20	<b>based</b> 4:18 5:18 8:18 <b>baseline</b> 67:7 <b>basically</b> 13:19 31:6 37:15 38:3 67:8 88:2 104:18 105:3 106:16 118:21 119:9 122:11 126:3 131:20 <b>basket</b> 55:14 <b>bay</b> 132:8 139:20 143:14 145:10 <b>beautiful</b> 16:17 34:16 131:16 <b>beds</b> 8:19 9:1 <b>beginning</b> 78:3 92:8 172:1 <b>begins</b> 172:12 <b>behalf</b> 64:1 <b>behavior</b> 24:1 <b>behavioral</b> 24:16 24:17 <b>believe</b> 35:16 81:21 105:9 107:17,18 114:12 114:17 115:4 123:16 124:1 127:6 141:17 165:10,12,14 166:5 <b>believes</b> 78:1 <b>bell</b> 90:18 <b>benchmark</b> 159:6 <b>benefit</b> 31:10,15 42:4 86:20 <b>benefits</b> 159:19 160:2,12,13 <b>bereavement</b> 4:13 14:12,20 <b>berm</b> 149:2 <b>best</b> 4:17 55:15 70:11 127:13 163:19 170:16	<b>better</b> 31:12 85:12 130:13 132:21 140:12 160:5 <b>beyond</b> 4:9 24:13 24:18 <b>bid</b> 161:10 164:1,8 170:2 <b>bids</b> 169:20 <b>big</b> 10:18 45:12 47:5 55:14 59:7 103:15 115:2 141:15 148:15 151:18 152:4 <b>biggest</b> 15:18 <b>bill</b> 116:11,13,13 116:20 117:9,20 <b>bind</b> 121:12 <b>bioreactor</b> 78:5 122:10 <b>bird</b> 22:10 <b>birthday</b> 169:5 <b>bit</b> 8:21 15:14 16:14 36:9 43:10 45:18 60:7 67:13 68:20 71:6 100:16 111:20 132:5 143:4 154:15 <b>blackiston</b> 12:6,6 17:3 <b>blank</b> 95:15 <b>blessed</b> 13:12,14 37:13 <b>blessing</b> 12:20 <b>blew</b> 98:2 <b>block</b> 67:20 <b>blocks</b> 67:18 <b>blow</b> 96:10 <b>board</b> 13:20 32:15 35:2,2,4,9,15,18 35:21 40:15 57:4 63:18 64:4 66:3 68:19 89:14 103:11,12 105:3 110:16 114:6
	<b>b</b>		
	<b>back</b> 2:18 8:21 10:7 14:2 31:10 34:6 36:10 37:17 45:14 51:12 52:1 54:8 55:13 61:7,9 62:2,6 69:8,20 90:8 97:1 98:6 101:6 108:14 110:19 112:18 113:7 115:11 117:4 127:11 129:16 133:9 136:21 138:10 148:20 151:14 154:7 165:13 168:8,14 169:1 <b>backs</b> 156:9 <b>bad</b> 82:17 140:20 <b>bag</b> 61:19 <b>bailiwick</b> 89:13 <b>balance</b> 138:14 <b>ballot</b> 171:18 <b>baltimore</b> 174:2 <b>bank</b> 29:14 <b>banks</b> 29:13,18 <b>banquet</b> 168:19 <b>bar</b> 85:3		

<p>121:6 129:6 133:10 135:13 165:16 <b>boarding</b> 151:18 <b>boards</b> 154:17 <b>bodies</b> 27:18 110:20 <b>body</b> 4:19 31:17 129:6 171:8 <b>bonuses</b> 142:7,10 <b>book</b> 44:12 61:19 167:19 <b>booklet</b> 11:7 <b>books</b> 61:20 <b>botkin</b> 32:16,17 32:20 33:3 35:4 41:11 42:9 43:12 44:15,17 45:10 53:10 54:14 58:19 <b>bottom</b> 68:7 <b>boundaries</b> 64:5,8 64:11,20 65:15,17 65:18,19 66:8 67:19 69:16 <b>boundary</b> 67:9,14 95:20 <b>boutique</b> 27:21 <b>box</b> 39:3 <b>boys</b> 49:21 169:8 <b>bozman</b> 71:11 104:17 112:5,16 <b>bradley</b> 162:20 172:14 <b>branding</b> 31:3 <b>break</b> 37:9 <b>breakfast</b> 43:16 44:13,14 45:1 166:15 <b>briefly</b> 133:8 <b>bring</b> 2:18 7:17 8:4 11:3 16:6 63:11 100:8,12 109:4 111:8</p>	<p><b>bringing</b> 128:21 132:16 133:3 <b>broken</b> 97:17 <b>brokers</b> 160:12 <b>brought</b> 7:11 8:9 37:16 137:6 146:17 <b>budget</b> 55:19,20 56:11 57:1,8,16 57:20 59:8 136:19 140:4 158:18 160:20 <b>budgeted</b> 158:4 <b>build</b> 78:17 <b>building</b> 54:18 127:1,4 <b>buildings</b> 155:13 <b>built</b> 85:10 114:18 126:11,16 127:3 131:19,21 138:2 <b>bulkhead</b> 149:8 <b>burden</b> 64:10 <b>bus</b> 59:13 <b>business</b> 55:11,12 55:21 157:15 <b>businesses</b> 170:21 <b>busy</b> 170:13 <b>buy</b> 45:7 62:19 138:11 <b>bylaws</b> 131:2</p> <p style="text-align: center;"><b>c</b></p> <p><b>cabing</b> 44:2 <b>calendar</b> 24:10,20 <b>california</b> 9:10 <b>call</b> 2:3 6:17 14:7 14:10 19:17 25:14 61:12 65:17 73:4 115:21 117:11 134:16 135:20 139:3 143:19 157:1 161:19 167:16 168:9 172:21</p>	<p><b>callahan</b> 2:5 <b>called</b> 10:17 26:20 124:20 159:19 <b>calls</b> 34:5 148:9 <b>camera</b> 16:12 <b>campaign</b> 10:17 <b>candace</b> 35:6 <b>canine</b> 24:17 <b>canines</b> 22:9 <b>canoeing</b> 151:17 <b>canton</b> 152:1 <b>capability</b> 51:13 <b>capable</b> 79:10 <b>capacity</b> 78:18 79:2,6,7 80:8,18 81:2,4 123:4 124:10 126:2,3,8 126:16,19 <b>capital</b> 74:21 76:10 116:14,21 136:20 <b>care</b> 3:11,15,21 4:2,6,8,12,14,18 4:21 5:7,9,11,12 5:17,19 6:2,4 8:11 8:14,18 9:10 10:1 10:7 12:1,7 14:12 14:16,16 15:6,8 15:13,17,19 17:18 18:20 22:11 24:14 31:12,19 <b>caregivers</b> 5:3 <b>cares</b> 7:7 <b>carte</b> 45:8 <b>case</b> 66:5 91:10 <b>catastrophic</b> 145:9 <b>category</b> 37:19 <b>cats</b> 22:13 <b>caught</b> 124:13 <b>cause</b> 15:8 <b>celebrate</b> 20:19 59:15</p>	<p><b>census</b> 64:6,21 65:18 67:18,19,20 68:8,9 <b>center</b> 76:20 79:1 116:16 117:3 <b>centered</b> 4:1 <b>centers</b> 5:13 <b>century</b> 108:16 <b>ceremony</b> 41:16 <b>certain</b> 39:7 51:1 62:21 74:4,21 75:6 76:9 77:5 99:7 104:2 116:15 <b>certainly</b> 60:18 64:10 84:1 85:12 101:20 115:6 158:8 <b>certifications</b> 46:12 <b>certified</b> 46:13 49:3,7 59:20 60:8 60:9 <b>certify</b> 174:3,5,8 174:10 <b>chad</b> 49:5 <b>chair</b> 3:3,8 <b>chairman</b> 135:11 138:18 143:12 <b>challenge</b> 70:8,10 <b>challenges</b> 78:14 124:8 <b>challenging</b> 15:3 <b>chambers</b> 1:10 <b>chance</b> 18:12 55:4 100:2 121:9,18 133:11 <b>change</b> 25:18 65:12,14 66:7,9 67:10,15 71:9,15 93:5 103:11 115:13 144:15 146:1 147:1,7 156:18</p>
---	--	--	--

<p><b>changed</b> 35:17 67:14,19 72:17</p> <p><b>changes</b> 23:9 64:8 64:13,21 65:4,11 71:14 76:2 90:9 91:15 99:20 100:7 121:10,19 128:7</p> <p><b>changing</b> 23:19</p> <p><b>charges</b> 56:1</p> <p><b>checked</b> 62:6</p> <p><b>chesapeake</b> 47:2,3</p> <p><b>child</b> 39:20 50:9</p> <p><b>children</b> 14:19 17:18 27:9 34:16 34:21 39:7 43:15 44:4 47:15 59:18 61:7 62:15 63:3</p> <p><b>children's</b> 43:13</p> <p><b>choice</b> 4:3 5:17</p> <p><b>choose</b> 48:20 50:16</p> <p><b>choosing</b> 93:7</p> <p><b>choptank</b> 151:16</p> <p><b>chunk</b> 59:7</p> <p><b>church</b> 112:4 156:9,10</p> <p><b>circle</b> 115:11</p> <p><b>cistern</b> 149:3</p> <p><b>cited</b> 91:5</p> <p><b>citizen</b> 24:11,13</p> <p><b>citizens</b> 6:3 15:8 19:7 29:16 59:5 129:9,19</p> <p><b>city</b> 174:2</p> <p><b>clarification</b> 96:13</p> <p><b>clarify</b> 99:7 107:21</p> <p><b>clarifying</b> 115:11</p> <p><b>clarity</b> 100:8,13 101:17</p> <p><b>clarke</b> 96:7 104:7 104:9,10 105:16 105:21 107:17 108:5 109:2,14,17</p>	<p>110:12 111:4,12 112:9 115:4 118:2 118:4,6,16 120:10 121:2,20 122:8,16 122:20 123:6 125:5,7,16,21 126:6 127:4,8,13 128:2 130:2 134:11 135:6</p> <p><b>clarke's</b> 111:21</p> <p><b>class</b> 43:19</p> <p><b>classes</b> 61:21</p> <p><b>classified</b> 106:10</p> <p><b>classmates</b> 143:1</p> <p><b>classroom</b> 53:21 60:13</p> <p><b>clauses</b> 76:1 82:8</p> <p><b>claw</b> 155:5</p> <p><b>clay</b> 58:3 63:10 158:15 160:5</p> <p><b>clean</b> 100:14</p> <p><b>cleaning</b> 132:7</p> <p><b>cleanliness</b> 140:13</p> <p><b>cleanup</b> 69:16</p> <p><b>clear</b> 81:17 89:3 95:3,4 96:4,18 112:1 115:7,7 131:9</p> <p><b>clearly</b> 82:9 83:11 95:10</p> <p><b>clem</b> 165:10,10,15 171:7,13</p> <p><b>click</b> 68:4 69:1</p> <p><b>climate</b> 144:15 146:1 147:1,7 156:18</p> <p><b>clinical</b> 12:1,9</p> <p><b>close</b> 107:5</p> <p><b>closed</b> 39:15 164:11 172:4</p> <p><b>closely</b> 10:8</p> <p><b>closer</b> 109:6</p> <p><b>closing</b> 172:6</p>	<p><b>club</b> 55:8 141:18 168:4,17</p> <p><b>cna</b> 47:7 49:4</p> <p><b>cnas</b> 13:13 42:8</p> <p><b>coaches</b> 27:15</p> <p><b>coastal</b> 152:16</p> <p><b>coastline</b> 139:17 139:19 143:13</p> <p><b>cohoon</b> 66:12,15 66:19,20 67:4 68:7 69:6 70:7,19 71:4,8 72:19 73:16 96:21</p> <p><b>colby</b> 12:8</p> <p><b>collar</b> 18:15</p> <p><b>colleagues</b> 171:14</p> <p><b>collect</b> 170:17</p> <p><b>collected</b> 169:15 171:2</p> <p><b>collection</b> 78:6</p> <p><b>college</b> 46:3,7 47:2 48:7,13 50:2,4 52:14 53:3</p> <p><b>colleges</b> 50:1</p> <p><b>color</b> 137:12</p> <p><b>come</b> 14:9 20:7 22:14 28:4 29:18 32:7 43:19 57:4 88:20 100:2 104:8 106:6 107:1,4 112:18,19 117:4 131:2,15 136:10 141:9 144:11 146:5 148:16,17 151:1,1 152:18 153:20 158:12 160:16</p> <p><b>comes</b> 33:20 34:2 38:6 114:11</p> <p><b>comfort</b> 3:17</p> <p><b>comfortable</b> 115:14 133:1</p> <p><b>coming</b> 27:14 28:6 28:7,14 31:9</p>	<p>41:16 52:1 101:18 108:14 126:17 141:20 154:10 166:2</p> <p><b>commence</b> 83:17</p> <p><b>comment</b> 92:3 107:3 164:21 165:2</p> <p><b>comments</b> 140:18 164:17 165:4</p> <p><b>commission</b> 63:19 64:2,9 65:3 105:8 110:16 113:8 114:5 144:16 146:2 147:8 174:20</p> <p><b>commission's</b> 71:19</p> <p><b>commissioners</b> 146:17 152:13 156:19</p> <p><b>committee</b> 38:3 40:4 135:13,16</p> <p><b>communication</b> 167:5</p> <p><b>communities</b> 5:8 17:13 19:5</p> <p><b>community</b> 4:18 8:16 9:15 14:3,11 18:19 19:9 21:2,6 28:13 29:4 30:16 31:4,6 34:8,9 40:12,15,18 51:7 52:1,16,17 53:9 53:11,12,14 54:15 54:21 57:11,13,14 58:8,10,15 59:18 61:4 74:14,17 124:9,15 126:20 128:21 145:3,5 152:11 166:3 169:1,14</p> <p><b>comp</b> 83:2 105:11 108:10 160:13</p>
--	---	--	---

<p><b>companies</b> 141:8 169:10</p> <p><b>company</b> 140:10 141:5,15 143:3 160:10</p> <p><b>compare</b> 125:14</p> <p><b>compared</b> 145:17</p> <p><b>compassion</b> 13:6</p> <p><b>compassionate</b> 4:2</p> <p><b>compensate</b> 142:9</p> <p><b>compensation</b> 94:20 157:20,20 158:2,17,19,21 159:3,7,19 160:3 160:7</p> <p><b>competitiveness</b> 159:11</p> <p><b>complaints</b> 17:21 22:20 23:5</p> <p><b>complete</b> 27:15</p> <p><b>completed</b> 43:6 146:10 158:21</p> <p><b>completely</b> 126:11 156:11</p> <p><b>completer</b> 47:9</p> <p><b>completers</b> 49:15</p> <p><b>completes</b> 164:13</p> <p><b>complex</b> 127:20</p> <p><b>compliance</b> 79:18 125:1 128:8</p> <p><b>compliments</b> 140:13</p> <p><b>component</b> 158:9</p> <p><b>composed</b> 165:7</p> <p><b>composition</b> 103:12</p> <p><b>comprehend</b> 11:1</p> <p><b>comprehensive</b> 4:7 74:2 76:8,15 77:14 81:12,20 87:3 88:12 89:6 89:11 90:10 92:12 92:21 93:4,15 104:1 157:20</p>	<p><b>compressed</b> 72:8 72:10</p> <p><b>compression</b> 159:13</p> <p><b>comprised</b> 172:9</p> <p><b>compromise</b> 85:9 86:8 87:14,19</p> <p><b>computer</b> 174:7</p> <p><b>concerned</b> 21:15 111:19 121:6 152:3</p> <p><b>concerns</b> 23:8 77:8,9 78:2 88:10 89:1 113:12</p> <p><b>concluded</b> 173:10</p> <p><b>concurrence</b> 150:14</p> <p><b>conditions</b> 77:5,18 79:19 88:15</p> <p><b>condolences</b> 165:19</p> <p><b>conduct</b> 99:10 159:9</p> <p><b>confederate</b> 164:3</p> <p><b>conference</b> 62:2</p> <p><b>configuration</b> 126:10</p> <p><b>confirmed</b> 66:4</p> <p><b>congratulating</b> 33:5</p> <p><b>connect</b> 84:19 87:10 149:3</p> <p><b>connected</b> 80:1 84:12 86:3,14 87:21 123:18</p> <p><b>connecting</b> 82:18</p> <p><b>connection</b> 75:7 76:19 77:4,10,19 79:12 80:5 83:11 85:4,18 86:21 87:9 105:15 112:1 113:21 114:2,4,7</p> <p><b>connections</b> 86:1</p>	<p><b>consensus</b> 65:2</p> <p><b>consent</b> 3:4,9</p> <p><b>consideration</b> 79:6 110:1 124:19 160:19 163:5</p> <p><b>considerations</b> 126:13</p> <p><b>considered</b> 113:18</p> <p><b>consistent</b> 83:10 83:15 105:11</p> <p><b>consisting</b> 74:11</p> <p><b>consists</b> 104:19</p> <p><b>consolidation</b> 166:21</p> <p><b>construct</b> 85:2</p> <p><b>constructed</b> 78:7 78:13,17 80:19 122:12</p> <p><b>construction</b> 74:14,19 83:18,20</p> <p><b>consultant</b> 159:3</p> <p><b>consultations</b> 24:16,17</p> <p><b>consulted</b> 111:6</p> <p><b>consulting</b> 159:4</p> <p><b>contact</b> 24:3 26:19</p> <p><b>contained</b> 174:9</p> <p><b>contains</b> 76:2</p> <p><b>context</b> 126:14</p> <p><b>contingency</b> 136:12 137:7 138:12,13,20</p> <p><b>continuation</b> 102:15 103:1 162:14</p> <p><b>continue</b> 15:6 24:21 38:7,9 39:2 39:5 54:11 125:7 125:8 151:2 163:17</p> <p><b>continued</b> 28:18 127:16</p> <p><b>continues</b> 131:11</p>	<p><b>continuing</b> 27:7 54:10 162:11</p> <p><b>contract</b> 136:17 139:17 140:3 141:16 157:19</p> <p><b>contributions</b> 53:16</p> <p><b>control</b> 4:7 22:16 135:16 156:7</p> <p><b>convening</b> 172:2</p> <p><b>conversation</b> 44:3 100:21</p> <p><b>conversations</b> 84:2</p> <p><b>convey</b> 94:11 163:20</p> <p><b>conveyed</b> 95:18</p> <p><b>conveying</b> 96:14</p> <p><b>cookie</b> 28:8</p> <p><b>cooperate</b> 167:8</p> <p><b>coordinated</b> 3:21 5:16</p> <p><b>coordinator</b> 12:5 12:7 57:19</p> <p><b>copies</b> 61:17</p> <p><b>copy</b> 11:8</p> <p><b>corbin</b> 12:2,2 17:1</p> <p><b>cordon</b> 147:15</p> <p><b>corey</b> 1:17</p> <p><b>correct</b> 26:1 50:5 50:12,14 56:12,15 56:16 70:3 71:3,4 72:19 93:9 99:11 107:16 112:18 117:7 125:4 137:16 149:20 150:10,15 161:6</p> <p><b>corridor</b> 112:6</p> <p><b>cost</b> 94:14</p> <p><b>costs</b> 169:17</p> <p><b>council</b> 1:1,4,10 1:14 2:12,15 3:5 5:21 7:16 10:4 19:1 56:7 61:10</p>
---	---	--	---

63:21 64:9 66:10 71:20 76:6 77:16 78:1 87:5,13 88:11,15 89:21 90:5 92:5 99:6,16 101:5,12,15 104:10 105:6 106:19 107:7,12 108:14 109:9 110:1 120:4,11 121:3,20 122:14 122:17 127:12 129:5 131:3 135:12,14 136:18 139:14 144:13 145:2,2 150:1 157:14 158:1,18 160:18 162:10 163:2,20 164:2 165:4,8,11,17 166:5,15 167:4 170:1,1 171:7,9 171:15 172:2,8 174:3 <b>council's</b> 77:7 113:10 171:21 <b>councils</b> 101:12 <b>councilwoman</b> 165:13 <b>counsel</b> 174:4,9,10 174:11 <b>counseling</b> 4:13 14:20 <b>count</b> 47:11 <b>counties</b> 27:6 33:19 <b>counting</b> 68:11,12 <b>country</b> 21:14,20 23:8 26:19 52:19 52:19 166:10 168:4 <b>county</b> 1:1,1 2:18 5:21,21 6:2,8 9:15 10:14 19:1,1,4,11	29:7 32:13 39:14 41:20 42:3 46:18 56:6 58:20 59:2,2 59:4 74:2 76:5,8 77:6,16,21 80:3 91:5 94:2,11,16 95:4 96:2,16 99:6 100:1 103:21 105:6 108:14 109:8,8 110:1 113:15,16 119:6,8 120:1 121:7,12 122:17 128:2,2,12 129:20 131:2 132:13 133:14 135:8,12 141:17 141:19 146:19 147:4 150:3,6,16 158:18,20 159:5,8 160:6,18 164:2,3 164:4,5,7,10,13 166:6,6 169:16 170:7 171:21 172:7 174:2,3 <b>county's</b> 164:9 170:14 <b>couple</b> 38:14 57:17 59:16 60:11 60:12 69:13 83:3 143:1 145:7 147:19 155:2 <b>course</b> 15:11 21:8 22:10 28:8 37:11 50:3 53:14 54:2 71:11 72:11 89:20 117:3 127:16 145:1 165:17 168:3 <b>courses</b> 39:8 52:11 <b>courthouse</b> 164:4 169:11 <b>cover</b> 95:12 169:17	<b>covered</b> 15:4 112:5 140:5 <b>covid</b> 8:20 9:4 21:15,18 30:3 34:5 137:19 <b>crab</b> 155:5,6 168:21 <b>crabs</b> 168:21 <b>cranford</b> 7:7,10 7:14 8:1,6,9 9:16 10:16 11:18 12:11 12:11 13:12,17 15:21 16:2,5,9,13 16:19 <b>crankshaw</b> 20:8 20:11 25:8,13,19 26:7,16 27:1 29:15,19 30:1,4 30:10 32:1,10 <b>crashes</b> 163:6 <b>crates</b> 23:21 <b>crazy</b> 31:16 <b>created</b> 146:1 <b>creative</b> 33:17 <b>creek</b> 151:15,15 152:12 <b>crisis</b> 29:9 <b>criteria</b> 105:14,19 112:1,2,3 115:9 115:12 <b>critical</b> 17:16 <b>crossroads</b> 124:18 <b>cruelty</b> 17:21 23:6 <b>cte</b> 46:11 47:9 49:9,15 52:6 <b>culinary</b> 55:14 <b>current</b> 22:8 64:19 66:2 126:10 126:21 150:15 151:3 159:10 <b>currently</b> 37:3 104:14 126:11,12 126:15 140:3	<b>curriculum</b> 42:10 <b>cursor</b> 158:13 <b>custodian</b> 59:13 <b>cuts</b> 69:20 <b>cwsp</b> 76:9 <b>cycle</b> 150:21 <b>d</b> <b>damage</b> 86:9 154:14 155:19 <b>damaged</b> 154:11 154:16 <b>dan</b> 162:15 <b>data</b> 39:10 48:2,2 48:5 64:6,18 65:1 68:8,9 72:4 159:7 <b>date</b> 25:3 86:21 98:7,17 102:7 113:18 114:11 117:4 <b>dated</b> 62:1 90:3 <b>daughter</b> 35:12 <b>dave</b> 157:16 <b>david</b> 158:12,14 162:9 <b>dawn</b> 8:18 11:21 <b>day</b> 6:8 9:17 15:12 20:20 40:13 54:10 61:3,9 62:3 79:5 80:21 123:9,11,16 123:19 124:2 154:3 164:12 166:2,8 174:13 <b>days</b> 13:3 21:1 82:14 153:12 <b>deadline</b> 72:6 <b>deadlines</b> 72:15 <b>deal</b> 128:1 141:11 141:12 <b>dealing</b> 9:9 128:16 <b>death</b> 171:9 <b>debating</b> 92:1 <b>december</b> 41:17 57:8 81:21 92:20 93:14 98:20
--	--	--	--

<p>102:10,14 119:18 162:19 171:3 <b>decide</b> 87:6 <b>decided</b> 46:9 <b>decides</b> 88:16 <b>decisions</b> 5:12 34:2 <b>decrease</b> 5:1 46:2 70:17 <b>deed</b> 94:4 95:7,12 <b>deep</b> 158:10 <b>default</b> 129:12 <b>defined</b> 146:13 <b>definitely</b> 29:19 36:7 41:1 52:4 <b>definition</b> 106:13 <b>delay</b> 84:17 85:6 <b>delaying</b> 86:9 <b>delays</b> 131:10 <b>delean</b> 32:16,17 32:20 33:3 35:4 41:11 42:9 43:12 44:15,17 45:10 53:10 54:14 58:19 <b>delegate</b> 172:10 172:10 <b>delegates</b> 167:4 <b>delegation</b> 172:9 <b>deletions</b> 2:13 <b>delicious</b> 168:21 <b>delight</b> 35:18 <b>deliverables</b> 159:5 <b>delivering</b> 22:21 54:5 <b>delivers</b> 4:14 <b>demographic</b> 36:13 <b>demographics</b> 36:4,12 38:6 <b>department</b> 27:2 29:11 48:4 66:20 76:14 90:7 119:1 144:17</p>	<p><b>depend</b> 18:18 <b>depending</b> 50:16 <b>described</b> 74:8 <b>description</b> 58:2 75:4 <b>design</b> 78:13 106:17 109:7 119:2 144:18 148:7,10 149:11 149:15 <b>designed</b> 78:7,12 122:12 123:9 <b>designing</b> 104:15 108:12 170:17 <b>desirous</b> 77:17 <b>desperately</b> 30:16 42:20 <b>detailed</b> 148:5,6 148:10 149:15 <b>determination</b> 64:19 <b>determine</b> 64:13 <b>determining</b> 64:7 70:7 <b>developed</b> 105:14 105:17,20 <b>developer</b> 82:18 83:16,17 84:3,16 84:18 86:5 88:1 88:18 89:5,14 <b>developing</b> 62:15 <b>development</b> 12:12 74:6 76:11 78:9,16 79:11 80:18 84:5 87:1 87:11,19 133:16 <b>diane</b> 1:21 174:2 174:16 <b>difference</b> 110:6 <b>different</b> 11:9 39:17 53:19 54:15 55:11 58:9 112:7 112:7 142:1 168:5</p>	<p><b>difficult</b> 10:11 95:21 96:9 124:13 <b>dig</b> 148:6 <b>digest</b> 121:9 <b>dignity</b> 3:17 4:2 <b>diligence</b> 170:11 <b>dimensions</b> 95:13 <b>direct</b> 72:16 79:12 <b>directed</b> 84:13 <b>direction</b> 101:12 118:15 164:1 <b>directions</b> 142:1 <b>directly</b> 84:15 <b>director</b> 12:12 136:9 157:17 <b>disadvantage</b> 114:1 <b>disbursements</b> 3:5 3:7,8 <b>discontinued</b> 137:18 <b>discrimination</b> 43:17 <b>discuss</b> 151:9 172:4,11 <b>discussing</b> 123:10 <b>discussion</b> 40:3 97:12 118:1 119:5 167:3 <b>discussions</b> 119:13 123:21 147:6 151:4 <b>displaced</b> 66:3 <b>disposal</b> 79:4,5 94:17 <b>distinction</b> 52:9 <b>district</b> 58:5 60:19 64:5,11 65:6,18 66:4,8 67:9 68:20 69:7,9,10,13,16 69:17,20 70:8,18 70:20,20 71:2,2 71:11 78:10 112:8 163:12</p>	<p><b>ditches</b> 163:7,19 <b>ditto</b> 61:17 <b>dive</b> 158:10 <b>diverse</b> 38:4 52:18 <b>divilio</b> 1:16 2:8,11 2:15 6:15,20,21 7:6 11:15 13:18 16:1,3 19:15,21 20:1 30:11 32:8 50:18 51:4,6,9,15 51:21 61:6 73:2,8 73:9 92:3 97:16 97:19 98:3,12 102:4 103:14 114:12,17 115:14 116:3,4 117:14,15 131:1,7 132:2 134:12,20,21 135:18 136:2,3 137:12 139:1,6,7 142:11 144:1,2 155:17 156:3,16 157:4,5 161:11 162:1,2 167:12,13 169:6 172:19 173:3,4 <b>divilio's</b> 133:8 134:2 <b>dixon</b> 160:11 <b>dnr</b> 147:9 148:9 150:10,11 <b>dock</b> 151:19 155:10 <b>docks</b> 154:16,17 <b>documents</b> 164:8 <b>dog</b> 25:17 <b>dogs</b> 27:5 <b>doing</b> 10:12 34:6 40:19 46:18 51:13 59:4,6,10,17 61:3 63:5 93:2 95:6,9 108:13 109:15 121:14 130:13 168:4</p>
---	--	---	--

<p><b>dollars</b> 40:9 52:1 52:2 58:12 <b>domestic</b> 23:9 <b>domingo</b> 151:15 152:12 <b>donald</b> 135:15 <b>donated</b> 20:21 <b>donating</b> 18:17 <b>donations</b> 15:5 31:2 167:21 <b>door</b> 114:18 155:2 <b>dorchester</b> 27:6 141:16 <b>dr</b> 14:18 32:14 33:4,7,11 34:19 35:14 42:7 43:8 44:18 45:2,4,7,11 47:19 48:14,16,19 49:1,18 50:5,8,12 50:14,21 51:5,8 51:11,20 52:2 54:13 55:7 56:12 56:15 59:11 60:1 61:5 63:8 130:3 <b>draft</b> 57:7 <b>drafted</b> 93:3 <b>drafting</b> 99:10 <b>dramatic</b> 154:10 <b>dramatically</b> 152:2 154:2 <b>draw</b> 72:17 <b>drawing</b> 64:11 <b>drive</b> 124:16 <b>driven</b> 62:9 <b>driver</b> 59:13 <b>dropout</b> 39:13,18 45:21 <b>dropping</b> 125:12 <b>drove</b> 155:17 <b>droves</b> 21:18 <b>drpra</b> 84:4,15 <b>dry</b> 154:21 <b>duah</b> 35:9</p>	<p><b>due</b> 29:21 119:19 164:6 169:20 170:11 <b>dumping</b> 21:19 <b>duty</b> 21:2 <b>dwelling</b> 76:20 84:12 85:19 86:3 <b>dwellings</b> 79:1 <b>dying</b> 15:8</p> <hr/> <p style="text-align: center;"><b>e</b></p> <hr/> <p><b>e</b> 1:18 <b>earlier</b> 42:17,18 43:10 44:3 111:21 145:21 165:8 167:14 <b>early</b> 37:4 78:15 165:13 171:4 <b>earned</b> 49:11,13 50:15 <b>earning</b> 168:1 <b>ease</b> 10:9 <b>easier</b> 100:16 <b>east</b> 74:8 78:9 147:12 <b>eastern</b> 44:9 <b>easton</b> 1:10 35:10 38:20 41:8 42:1 43:4 54:2 61:1,1 94:4,10 116:17 141:18 164:5 171:8 174:13 <b>easy</b> 66:13 145:19 148:21 <b>ebb</b> 30:6 <b>echo</b> 9:20 30:12 32:2 <b>eckert</b> 172:10 <b>economic</b> 43:19 144:20 <b>edges</b> 69:14 <b>educate</b> 59:18 <b>education</b> 36:20 38:19 43:13 44:5 45:13 48:4 52:21</p>	<p>59:12,15 60:12 63:18 64:5 <b>educators</b> 5:10 <b>edwards</b> 157:16 158:15 161:3,6 162:8 <b>effect</b> 14:19 <b>effectively</b> 124:12 <b>effectuate</b> 94:5 <b>efficiencies</b> 124:15 <b>effluent</b> 126:17 <b>effort</b> 67:3 <b>efforts</b> 15:10 18:19 30:3 170:11 <b>eight</b> 45:19 146:12 <b>eighth</b> 27:3 <b>either</b> 34:9 38:20 96:8 120:2 143:1 <b>elected</b> 129:6,11 130:11 <b>electronic</b> 159:20 <b>electronically</b> 42:14 <b>elementary</b> 41:8 61:13 <b>eligible</b> 107:11 115:18 117:9 119:9 <b>eliminate</b> 78:14 <b>elks</b> 168:18 <b>emergency</b> 5:1 <b>emily</b> 35:7 <b>emotional</b> 4:11 39:21 <b>employed</b> 19:6 38:21 <b>employee</b> 38:16 159:15 174:11 <b>employees</b> 37:9 159:18 160:1 <b>empty</b> 148:17 151:21 164:18 <b>emt</b> 46:18</p>	<p><b>enable</b> 160:5 <b>encourage</b> 6:3 19:7 23:20 25:1 <b>encouraged</b> 171:11 <b>enduring</b> 29:10 <b>engine</b> 47:4 <b>engineer</b> 148:12 163:12 <b>engineering</b> 128:6 148:7,10 149:15 163:18 <b>english</b> 36:21 60:11 <b>enhanced</b> 78:4 <b>enr</b> 78:5,11 79:9 85:5 86:17 125:15 <b>enrollment</b> 36:5 <b>ensure</b> 23:12 159:17 <b>ensuring</b> 4:2 5:16 66:2 <b>entail</b> 158:14 <b>enter</b> 24:7 157:18 <b>entered</b> 174:9 <b>entire</b> 152:10 <b>entry</b> 171:11 <b>environment</b> 76:14 90:7 <b>environmental</b> 77:9 85:16 86:9 86:20 119:3 131:9 <b>envision</b> 138:10 <b>episcopal</b> 55:9 156:10 <b>equalization</b> 79:7 <b>equally</b> 152:7 <b>equipment</b> 116:15 117:1,2 <b>equipped</b> 127:21 127:21 <b>equity</b> 39:4 <b>especially</b> 22:13 51:9 100:9</p>
---	--	--	--



<p><b>essentially</b> 95:7  <b>estate</b> 172:5  <b>estimate</b> 79:6  <b>estimated</b> 18:1  160:14  <b>estimating</b> 24:6  <b>evaluation</b> 159:16  <b>evening</b> 33:13  63:21 121:4  <b>event</b> 18:16  166:17,18 167:10  <b>events</b> 31:2 166:13  168:6,7  <b>everybody</b> 9:11  14:4 31:4 51:16  83:5 87:13 140:16  166:20  <b>everyone's</b> 57:16  <b>evictions</b> 22:5  <b>evidence</b> 21:20,21  <b>exactly</b> 96:14  152:13 161:8  <b>examination</b>  95:10 174:5  <b>example</b> 14:3  27:14  <b>excelled</b> 30:19  <b>excellence</b> 45:17  <b>excellent</b> 59:9  <b>exceptional</b> 9:8  <b>excited</b> 28:2,11  39:1 45:15 49:2  <b>exciting</b> 41:2,18  44:1 47:10 51:10  <b>execution</b> 94:4  <b>exhibit</b> 107:15  <b>existing</b> 64:4,12  65:15 66:7 74:13  74:19 75:1,5,8  76:12 77:3,4,12  77:20 79:12,17  80:2,5,9,14 81:2  85:17 122:13  126:4,6</p>	<p><b>exists</b> 85:14  <b>expanded</b> 9:5  43:20 81:1  <b>expanding</b> 41:19  <b>expect</b> 91:13  <b>expected</b> 21:12  43:10 61:16 78:20  <b>expenditure</b> 117:4  <b>expense</b> 94:14  <b>experience</b> 8:2  12:13  <b>experienced</b> 124:8  <b>experiences</b> 11:12  <b>expert</b> 4:6  <b>expertise</b> 4:15  <b>expires</b> 174:20  <b>explain</b> 66:9 75:11  82:9 83:7 94:7  99:14 104:8  109:17  <b>explained</b> 90:21  <b>explicit</b> 89:3  <b>extend</b> 124:3  165:19  <b>extending</b> 109:3  <b>extension</b> 106:18  112:2 140:2  <b>extensions</b> 74:13  <b>extra</b> 45:7 54:11  60:3 63:11  <b>extractions</b> 24:14  <b>extremely</b> 43:14  <b>eye</b> 37:5</p> <p style="text-align:center"><b>f</b></p> <p><b>fabulous</b> 35:4  <b>face</b> 145:10  <b>facebook</b> 142:12  <b>facilities</b> 9:6,7  74:15,18 132:18  <b>facility</b> 119:11  120:2 121:8  122:18 128:7,13  131:4 132:8</p>	<p><b>fact</b> 46:7 52:20  99:20 140:8  <b>failing</b> 132:7  <b>fair</b> 83:5 84:16  86:7 89:9 111:5  <b>fairly</b> 145:9 153:7  <b>families</b> 5:6 10:1  10:10,14 14:13  <b>family</b> 4:11,12 5:3  10:8 13:7 15:15  17:15 20:13 31:5  78:21 165:20  <b>far</b> 57:15 60:10  86:6 101:1,15  111:1 140:13  153:12  <b>farms</b> 43:16  <b>fast</b> 42:13  <b>favorite</b> 20:18  130:18  <b>feasible</b> 122:5  148:11  <b>federal</b> 44:19 72:3  <b>fee</b> 22:14  <b>feed</b> 23:21 43:14  <b>feel</b> 39:5 133:1  <b>feeling</b> 31:12  <b>feet</b> 95:18 97:19  97:19 148:3  153:15,16,17  155:6 156:12  <b>feline</b> 24:16  <b>felines</b> 22:9,15  <b>fellow</b> 35:2  <b>felt</b> 38:3 64:19  100:9  <b>female</b> 165:11  <b>fender</b> 163:11,16  <b>festival</b> 167:7  168:12,12,15  <b>fewer</b> 18:6  <b>field</b> 125:5 126:10  126:12,17 131:20</p>	<p><b>fields</b> 125:3  <b>figure</b> 50:7 90:16  149:11  <b>figured</b> 155:20  <b>filed</b> 100:10,11  101:15  <b>filing</b> 99:9  <b>fill</b> 57:15 118:13  <b>filled</b> 37:18  <b>final</b> 3:19 10:3  80:3  <b>finally</b> 86:12  159:17 164:10  167:6  <b>find</b> 54:6 65:4  87:18 142:5  <b>finding</b> 70:9  105:10 123:13  <b>findings</b> 63:18  160:18  <b>finds</b> 25:16  <b>fine</b> 8:1 115:16  119:20 129:12  <b>finish</b> 90:20  <b>finished</b> 37:16  43:9  <b>firefighter</b> 46:18  <b>firm</b> 119:2  <b>first</b> 3:20 5:15  7:13 21:10 34:1  34:15,21 41:8  47:8 48:8 57:7  62:3 73:20 78:3  94:19 118:16  135:12 136:11  138:11 145:8  147:11 148:8  149:16,18 151:11  160:17 162:14,15  165:12,16  <b>fiscal</b> 21:9,10 75:2  158:18 160:19  <b>five</b> 40:9 52:11  69:4 74:16 82:4</p>
---	--	--	--

85:11 91:2 95:15 107:18 108:1 109:1,12 127:4 137:2 145:4 150:20,21 155:6 162:19 <b>fix</b> 132:6 <b>fixed</b> 56:1 <b>fixing</b> 148:12 <b>fleet</b> 136:15 <b>flexibility</b> 170:19 <b>flood</b> 94:3,12 95:12 96:2,3,5,17 144:19 156:1 <b>flooded</b> 152:2 156:11 <b>flooding</b> 147:19 153:14 <b>floods</b> 147:14 <b>flow</b> 30:6 79:7,7 79:11 123:20 124:11 <b>flowing</b> 85:17 <b>flows</b> 78:15,19 123:14 126:1 <b>focus</b> 39:19 146:3 146:18 160:12 168:7 <b>focused</b> 66:2 <b>follow</b> 50:18 100:16 162:17 <b>followed</b> 2:8 <b>following</b> 80:17 133:3 170:16 171:9 <b>food</b> 22:21 29:13 29:14,14,18 168:18 <b>foods</b> 168:20 <b>foot</b> 148:1 155:8 155:10 <b>force</b> 104:15 106:3 132:14	<b>forces</b> 166:7 <b>forecast</b> 86:13 <b>foregoing</b> 78:2 <b>forever</b> 132:3 <b>form</b> 95:1 <b>former</b> 165:9 171:6 <b>formerly</b> 74:7 <b>forth</b> 76:16 77:14 89:10 105:4 106:5 <b>forward</b> 10:6 20:7 32:7 60:18 86:10 87:20 88:21 89:20 101:13 104:8 107:2 109:19 110:14 113:13,19 114:4,7,9 117:10 119:14 120:16 131:12 133:6 136:10 137:7 144:11 147:9 149:14 157:17 159:2 160:16 162:12 167:6 170:12 <b>foster</b> 22:11 31:7 <b>found</b> 122:4 164:9 <b>foundation</b> 4:8 45:13 53:14 169:14 <b>four</b> 22:9 38:15 46:3 47:16 48:15 61:17 62:5 69:4 70:20 74:10 78:3 81:20 102:16 105:5,12 106:10 106:13 107:16,18 107:19 108:1,3 109:5 110:8 111:7 111:15 112:19 114:10 137:3 148:3 153:11,15 153:16 154:3 155:6,8 159:5	<b>fourth</b> 62:8 <b>frame</b> 72:3,10 170:5 <b>frank</b> 1:16 <b>free</b> 43:15,16,18 44:16 <b>freshman</b> 53:3 <b>friday</b> 28:1 127:14 164:6 167:8 <b>friends</b> 142:8 <b>front</b> 16:8 39:7 66:6 125:19 155:2 <b>full</b> 9:1 78:4,17 80:18 159:8,18 160:1 <b>fun</b> 28:6,14 118:5 118:6 <b>function</b> 53:11 <b>funding</b> 18:17 54:11,11 56:9,11 59:3 119:9,15 120:9,12,18 149:14 170:19 <b>fundraised</b> 168:2 <b>fundraisers</b> 51:18 <b>funds</b> 136:12 150:3 158:3 168:17 169:1,14 169:16 170:15 <b>further</b> 60:20 74:8 79:21 86:1,8 115:19 172:16 174:5,8,10 <b>future</b> 86:13,21 101:12 115:13 126:21 <b>fuzzy</b> 96:11 <b>fy21</b> 136:21 138:20 <b>fy22</b> 136:19,20 140:3 143:15 <b>fy23</b> 140:5	<b>g</b> <b>g</b> 2:17 <b>gallon</b> 123:11 124:2 <b>gallons</b> 79:4 80:20 123:9,16,19 133:18 134:9 <b>gamble's</b> 14:2 <b>gannon</b> 165:12,17 <b>gap</b> 39:17 <b>gaps</b> 39:10,16 <b>garman</b> 35:6 <b>gather</b> 159:6 <b>gem</b> 9:14 33:8 <b>general</b> 26:9 129:20 <b>generally</b> 26:10 <b>generated</b> 78:15 <b>geneva</b> 29:12 34:5 34:6 144:11,12 <b>geographical</b> 133:21 <b>geometry</b> 42:11 <b>george</b> 139:20 143:14 <b>getting</b> 40:18,19 41:15 43:1,3 49:3 49:9 52:6 57:7 101:21 109:7 111:2 129:16 <b>gift</b> 13:16,17 <b>gifts</b> 28:3 <b>ginni</b> 12:6 <b>gis</b> 66:21 <b>give</b> 24:9 25:15,16 25:21 26:1 50:6 55:13 56:17 97:14 101:11,16 128:19 142:7 158:13 <b>given</b> 6:7 19:10 40:17 84:18 122:20,21 170:18 <b>gives</b> 20:19
--	---	--	---

<p><b>giving</b> 18:12 40:8 95:7,8 97:15 168:8 <b>glad</b> 29:8,20 67:4 145:20,20 <b>glimpse</b> 13:21 58:16 <b>go</b> 7:15 10:10 11:20 14:2 16:9 16:15 22:19 25:19 26:2 31:11,12 34:17,20 35:19 45:17 46:6,9,13 47:11 48:7 50:13 50:17 52:18 54:5 55:5,18 58:12 60:10 68:4 69:4 70:19 72:12 81:18 82:5 83:3 87:10 87:20 88:1,16 90:2 101:7 104:15 109:11 111:13 114:7,9 124:3 132:4 138:19 148:2,19 151:21 153:20 155:19 161:10 166:17 167:15 168:11,14 168:16 169:1 <b>goal</b> 23:11 49:12 128:11 <b>god</b> 54:7 <b>goes</b> 25:11 55:20 55:21 61:14 148:18 151:16 156:7 <b>going</b> 11:18 14:5 27:10 28:3 31:10 34:1,8 40:5,21 42:4,7,14 43:9 45:14 46:2,8,10 49:10 50:3 53:6 54:9 57:21 58:19 81:17 83:5 87:16</p>	<p>87:17 92:16 94:7 101:13,13 104:7 108:21 109:11,20 111:1 122:9 124:4 130:6 132:14 136:11 143:8,9 147:9 148:4 149:9 149:10,13 152:8 152:17 161:14 165:13 167:8 168:11 <b>golf</b> 51:17 168:3,4 <b>gonzalez</b> 22:18 <b>good</b> 13:20 16:14 32:18 43:11 51:8 51:11,13 52:3 58:8 59:7 63:5,12 63:15,21 65:19 82:17 129:13 130:7 140:15 142:3,21 145:20 147:6 167:2,3,5 <b>goodies</b> 55:14 <b>goodness</b> 22:17 <b>goofing</b> 143:11 <b>gosh</b> 133:17 <b>gotten</b> 41:13 60:5 146:21 <b>government</b> 44:20 72:4 94:15 131:8 158:20 160:6 166:7 <b>grace</b> 151:21 <b>grade</b> 159:10 <b>grader</b> 62:8 <b>grades</b> 159:12 <b>graduate</b> 42:8 <b>graduated</b> 38:19 49:6 <b>graduates</b> 46:1 49:15 <b>graduation</b> 39:13 39:18 45:19 47:12 48:13 49:16</p>	<p><b>grandchildren</b> 42:16 <b>grandmother</b> 12:14 <b>grant</b> 27:3,4 40:7 40:8 41:2 57:21 60:6 114:2 119:9 119:15 120:18 121:13 144:16 147:9 148:8,9 149:4,13 150:4,7 150:8 151:11 152:15,16,16 <b>grants</b> 43:2 44:8 45:14 60:4 146:5 152:21 153:1 <b>great</b> 6:7 8:16 11:11 15:6 16:17 17:15 19:10 31:3 31:8,10,15,17 129:14 135:10 142:15 <b>greatly</b> 15:1 30:12 <b>green</b> 164:4 <b>greer</b> 56:19 <b>griffith</b> 14:18 32:14 33:4,7,11 34:19 35:14 42:7 43:8 44:18 45:2,4 45:7,11 47:19 48:14,16,19 49:1 49:18 50:5,8,12 50:14,21 51:5,8 51:11,20 52:2 54:13 55:7 56:12 56:15 59:11 60:1 61:5 63:8 <b>group</b> 16:17 37:17 146:3 157:19 158:2 160:8,9,16 161:10 170:4 <b>grouped</b> 159:12 <b>grow</b> 24:21 38:10 38:14 54:21</p>	<p>168:10 <b>growing</b> 4:19 36:16 54:20 <b>grown</b> 36:21 <b>guess</b> 12:19 48:18 55:13 92:19 104:11,16 105:17 106:5,9,10 147:20 <b>guessing</b> 137:13 <b>guide</b> 132:20 <b>guys</b> 7:17 8:4,16 16:6 123:4</p>
			<b>h</b>
			<p><b>half</b> 5:5 18:5 27:16 42:15 45:12 88:1 140:2 148:1 153:16 <b>hall</b> 12:8,8 17:4 <b>halted</b> 137:20 <b>hand</b> 9:18 97:14 107:1 145:1,8 174:13 <b>handle</b> 101:13,16 <b>handled</b> 101:19 <b>hands</b> 6:7 9:17 19:10 92:5 98:11 102:3 <b>hanging</b> 145:16 <b>happen</b> 63:1,1 131:10 140:20 156:8 <b>happened</b> 154:5 155:12 159:13 <b>happening</b> 23:11 35:20 <b>happens</b> 35:11 156:5 <b>happy</b> 9:2 29:1 166:8 169:5 <b>harbor</b> 144:20 146:10,11 147:11 147:12,13,17 148:18 151:12,14 152:4 155:3 156:9</p>

<b>harbors</b> 146:5 151:14 <b>hard</b> 52:12 82:7 <b>hardworking</b> 19:6 <b>haven</b> 17:14 <b>hayman</b> 56:20 <b>hazard</b> 146:20 150:14,16 152:16 <b>head</b> 16:8 90:16 <b>health</b> 23:9 31:16 32:3 40:11,13,16 119:3 129:2,6,20 <b>hear</b> 7:19 23:14 26:13 29:8 167:20 <b>heard</b> 21:17 87:14 165:8 169:9,21 <b>hearing</b> 3:7 57:10 82:11 88:17 97:9 98:16,19 100:3 102:7,9,21 103:10 103:17 106:20 107:5 114:16 <b>hearings</b> 99:11,18 102:13 <b>heart</b> 13:2,8 <b>heavy</b> 156:1,5 <b>held</b> 98:20 102:10 172:1,13 <b>help</b> 5:11 11:9 17:19 18:19 23:13 23:17 31:18 62:5 67:5 101:11,16 131:9 <b>helped</b> 3:17 8:13 24:4 32:2 <b>helpful</b> 29:11 36:1 63:14 75:14 <b>helping</b> 56:7 127:19 132:20 168:9 <b>helps</b> 11:13 34:7 54:17 <b>henry</b> 35:6	<b>hertrich</b> 136:15 <b>higginbottom</b> 54:15 <b>high</b> 35:10 42:1,1 43:4 49:8 61:1 145:8 154:6 155:18 167:14 <b>higher</b> 52:11 82:14 154:1,3 <b>highest</b> 22:13 39:13 147:21 153:14 <b>highlight</b> 41:7 160:1 <b>highway</b> 163:1,12 <b>hindsight</b> 112:21 <b>hire</b> 38:12 <b>hired</b> 38:15 <b>hispanic</b> 36:14,15 36:16 <b>historical</b> 27:16 55:1 <b>history</b> 15:15 133:14 <b>hit</b> 29:16 45:18 <b>hitting</b> 152:14 <b>hoa</b> 131:2 <b>hog</b> 168:3 <b>hold</b> 9:16,17 98:5 113:11 114:8 127:5 <b>holding</b> 125:20 126:7 172:8 <b>holds</b> 94:3,12 <b>holiday</b> 27:21 <b>holidays</b> 28:7 <b>holistic</b> 132:5 <b>home</b> 3:19 8:18 9:19 10:3 12:1 31:7,12,13 32:6 42:5 61:10 <b>homeless</b> 18:2 37:2,3	<b>homemade</b> 55:14 <b>homeowner's</b> 118:8 120:15 <b>homes</b> 12:17 69:15 82:19 85:10 85:11 87:21 91:12 124:14 131:17,21 147:16 155:3,4 <b>honest</b> 40:1 46:6 <b>honor</b> 62:17 <b>honors</b> 52:8 <b>hope</b> 55:4 82:10 88:20 <b>hopeful</b> 121:15 <b>hopefully</b> 31:14 87:7 89:1 100:15 108:14 119:18 150:8 167:10 <b>hoping</b> 24:19 119:20 <b>hospice</b> 3:11,14,16 3:21 4:4,10,21 5:7 5:9,16 6:1 8:13,15 8:19 9:12,14 10:7 10:20 11:10 12:9 13:18,19 14:5,8 14:16 15:13 20:9 20:12 30:14 42:5 <b>hospices</b> 4:17 <b>hospitalizations</b> 5:1 <b>houlihan</b> 1:21 174:2,16 <b>hour</b> 75:19 <b>hours</b> 28:17 62:5 153:10,21 <b>house</b> 8:19 12:9 105:18 155:10 <b>household</b> 28:20 <b>households</b> 18:6 <b>housekeeping</b> 65:20 67:17 101:9 <b>houses</b> 123:15,17 123:17	<b>housing</b> 22:4 <b>huge</b> 54:2,18 <b>human</b> 12:2 157:16 <b>humane</b> 20:10,11 21:5 29:1 <b>hundred</b> 139:20 143:15 145:11 <b>hybrid</b> 51:3
			<b>i</b>
			<b>ias</b> 38:16 <b>idea</b> 51:8,11,14,14 52:3 <b>ideas</b> 89:8 <b>identification</b> 18:15 <b>identified</b> 65:7 <b>identify</b> 66:9 <b>identifying</b> 11:16 <b>illness</b> 4:17 5:6 <b>immediate</b> 74:20 104:6 131:14 <b>immediately</b> 83:19 84:20 172:3 <b>impact</b> 61:3 69:14 85:16 144:20 146:4,7 147:1 <b>impacted</b> 152:18 170:21 <b>implement</b> 72:17 <b>implementation</b> 57:19 <b>implementing</b> 41:21 <b>importance</b> 21:4 <b>important</b> 14:14 19:4 20:12 21:2 38:8 39:19 43:15 48:6 52:15 55:17 56:1,3 57:15 58:11,17 59:14 92:17 126:13 130:16 152:7 169:4

<b>imposed</b> 79:20	47:18 48:11 57:10	<b>intern</b> 27:12	118:18 131:15
<b>imposing</b> 77:18	64:15,16 98:7	<b>internal</b> 160:17	149:12 159:13
<b>impressed</b> 63:6	101:21 129:15	<b>internet</b> 44:5	<b>issuing</b> 82:16
<b>improve</b> 4:15	170:9	<b>internship</b> 41:20	<b>item</b> 2:17 93:18
<b>improvements</b>	<b>infrastructure</b>	<b>internships</b> 27:8	135:12 136:8,11
74:13 120:17	145:6 146:11	<b>interrogated</b>	138:6 139:15
<b>improving</b> 159:15	170:20	174:4	144:9 157:15,18
<b>inability</b> 78:16	<b>initial</b> 22:20 78:18	<b>interrupt</b> 68:3	163:21 164:17
<b>inaudible</b> 24:14	79:5,11 80:17	<b>intervention</b>	<b>items</b> 138:4
98:1	149:1 171:4	23:18 24:2	<b>j</b>
<b>include</b> 18:6 22:21	<b>initially</b> 81:11	<b>introduce</b> 35:2	<b>jackson</b> 35:7
78:20 91:11 150:7	84:12	66:18 81:19 83:1	118:7,11,12,17,18
<b>included</b> 29:14	<b>inn</b> 147:17	92:12,19 93:1,8	118:20 120:15
69:21 70:5 133:18	<b>innovative</b> 33:17	107:2	124:7 126:9
134:4	<b>input</b> 57:16	<b>introduced</b> 101:5	127:15 128:15,18
<b>includes</b> 79:6	170:18 171:2	105:10 111:14,15	129:3,12 130:1,7
159:11	<b>installed</b> 105:1	<b>introducing</b> 98:6	130:15,18,21
<b>including</b> 4:6 5:15	<b>instances</b> 70:14	113:2	131:6 132:1 135:5
17:17 42:4 77:9	<b>institutions</b> 47:16	<b>introduction</b>	<b>jaelon</b> 35:16
84:4 102:15 151:4	<b>instructors</b> 141:3	73:18 97:4 100:3	<b>january</b> 24:10
<b>income</b> 29:17	141:13	102:1	58:6 60:19 119:19
<b>inconsistent</b> 99:12	<b>insurance</b> 15:5	<b>invested</b> 145:3	<b>jessica</b> 63:13
100:14	<b>intake</b> 21:11,13	<b>investigating</b>	<b>job</b> 13:5 15:17
<b>incorporate</b>	24:5	17:21	31:3 37:12 58:1
112:13	<b>integral</b> 8:15	<b>investment</b> 58:13	59:9 63:5 64:15
<b>incorporated</b> 90:9	<b>intended</b> 72:6	58:15	66:12 89:18
91:15 104:12	<b>intensive</b> 149:11	<b>invitation</b> 41:15	<b>jobs</b> 15:3 37:8
110:2 112:15	<b>intent</b> 83:1 92:19	<b>invite</b> 144:10	159:12
119:2 122:1 123:3	120:4,5,6 121:11	<b>invited</b> 40:14 51:1	<b>joe</b> 14:2
<b>increase</b> 5:2 6:3	121:15 133:6	<b>involve</b> 55:16	<b>joel</b> 35:9
23:5 65:5 70:14	134:13	<b>involved</b> 42:2	<b>josh</b> 143:3
<b>incredible</b> 167:20	<b>intention</b> 84:3	<b>involves</b> 4:4	<b>july</b> 21:8 28:10
<b>incredibly</b> 14:14	<b>inter</b> 76:9	150:17	120:12,19 140:6
<b>indicates</b> 4:20	<b>interacting</b> 54:3	<b>irrigate</b> 125:8	<b>jump</b> 139:14
<b>individual</b> 39:20	<b>interdisciplinary</b>	<b>isabel</b> 153:9,14,16	<b>jumping</b> 101:21
<b>individualized</b>	4:5 8:11	156:13	<b>june</b> 81:21 137:1,3
5:18	<b>interest</b> 46:20	<b>isolation</b> 115:11	138:6
<b>individually</b> 68:6	94:2,12 95:8 96:2	<b>issuance</b> 80:10	<b>junior</b> 62:17
<b>individuals</b> 5:11	96:17 115:8	83:19 86:11 164:1	<b>juniors</b> 27:10
19:6	<b>interested</b> 47:6	<b>issue</b> 129:2 130:13	<b>jurisdiction</b> 91:10
<b>indoor</b> 24:1	106:16 174:12	131:9 147:10	<b>k</b>
<b>information</b> 25:3	<b>interesting</b> 48:12	<b>issued</b> 170:7	<b>k</b> 43:20
25:9,15 26:4,12	54:17 154:7	<b>issues</b> 22:4 24:1	
26:14,17 43:3		87:15 101:1	

<b>keen</b> 128:13	96:8,13 97:15	<b>learner</b> 36:21	137:11,14 138:16
<b>keep</b> 25:3 31:18	101:18 105:21	60:11	139:2,4,5 143:18
34:7 36:2 42:12	111:14 121:1,5	<b>learning</b> 10:20	143:20,21 150:12
43:9 54:20 93:5	129:10 132:2	40:1 62:9	151:6,9 153:2
128:10	133:10,14 140:17	<b>leave</b> 48:8,10 92:2	155:13 156:2,15
<b>keeping</b> 31:20	155:11 163:7	134:7 138:15	156:21 157:2,3
37:5 161:17	<b>known</b> 33:8 74:7	<b>leaving</b> 100:20	161:18,20,21
<b>keeps</b> 34:9	98:18 102:8	101:4	164:15 165:1
<b>kelly</b> 42:19 47:13	<b>knows</b> 14:7 31:5	<b>led</b> 5:16	166:12 167:12
53:16 54:7 168:9	33:10 145:2,11	<b>legal</b> 91:20 172:5	169:6 172:20
<b>ken</b> 163:11	<b>kupersmith</b>	<b>legislation</b> 72:17	173:1,2,9
<b>kent</b> 141:19	100:20	87:12 95:2 99:10	<b>letter</b> 90:8 120:5,6
<b>kept</b> 36:5	<b>l</b>	<b>legislative</b> 95:1	121:11,15 133:6
<b>key</b> 39:19 119:13	<b>la</b> 45:8	172:11	134:13 144:14,14
158:9	<b>lacking</b> 100:9	<b>legitimate</b> 65:21	149:20 150:2,3,6
<b>kick</b> 83:6	<b>ladies</b> 10:12 16:21	<b>length</b> 95:11	150:8
<b>kid</b> 54:6	42:5	<b>lesher</b> 1:15 2:3,11	<b>letters</b> 150:9 153:3
<b>kids</b> 46:6,10 49:9	<b>lagoon</b> 126:18	2:16,20 3:2 6:11	156:17
52:10,13,17 55:1	<b>lakeside</b> 74:6,7	6:14,16,18,19 7:5	<b>letting</b> 18:13
<b>kind</b> 47:17 48:17	75:1,5,8 76:10,11	7:20,21 8:2 9:4,20	30:20
51:2 101:9 102:18	77:1,2,11,20 78:8	16:6 17:5 19:14	<b>level</b> 144:15,19
106:11,13 122:7	78:20 79:8 80:12	19:16,19,20 20:6	146:2,4,7,8 147:1
124:18 137:20	80:15,18 81:2	20:9 28:20 32:7	147:2,7 148:14,18
140:14,18 141:4	83:14,18 84:11,14	32:11,19 33:4,8	152:18 153:16
142:3	84:18 86:10	60:15 63:16 66:11	156:18 163:18
<b>kinds</b> 46:21	<b>land</b> 98:3,4	66:15 67:2 72:1	<b>life</b> 4:3,15 5:2,6
<b>kitchen</b> 155:8	<b>language</b> 36:21	72:14,20 73:3,6,7	6:5 9:10 10:3
<b>knew</b> 12:20 40:5	60:11 79:14 81:18	73:15,18 75:10	12:16 14:17 15:15
165:15,17	82:6 92:17 93:12	88:6 89:20 92:4	23:19
<b>know</b> 8:10,20 9:13	93:14 99:12,17	93:7,11 94:6 95:3	<b>lifeguarding</b>
10:7,9,14,17 11:2	100:15	97:3,7,11 98:8,10	140:18
11:13 14:17 15:2	<b>larger</b> 131:15	98:13,15 99:1,13	<b>lifeguards</b> 140:9
20:14 23:16 26:2	<b>laura</b> 1:18	100:17,18 102:2	141:1,12,21 142:6
29:10 30:16,20	<b>lauren</b> 56:19	102:12 103:16	142:9
34:5 35:5 37:7	<b>law</b> 35:17 94:15	104:7 105:13,19	<b>lift</b> 22:4
40:7,12 41:6,7,12	174:4	106:19 107:11	<b>light</b> 64:21
42:13,14 43:21	<b>lays</b> 87:7 88:14	110:15,19 111:19	<b>liked</b> 113:1
46:15 47:7 48:8	<b>lead</b> 41:14 144:21	113:11 115:6,20	<b>likes</b> 101:3
49:4,4,20 54:7,19	<b>leadership</b> 42:2	116:1,2,9,18	<b>limit</b> 91:11 131:5
56:4,18 57:3,20	<b>learn</b> 11:11 54:17	117:5,8,12,13,20	163:5,15
58:11 59:1,5 62:4	62:11 130:9,10,20	118:5,10,13 120:8	<b>limiting</b> 5:6
63:4 66:16 67:10	<b>learned</b> 11:6	120:20 133:5	<b>limits</b> 85:15 86:8
72:2 81:8 87:8	132:17	134:15,18,19	<b>line</b> 21:14 22:12
88:7 91:1 96:1,6,7		135:7,19,21 136:1	65:18 106:6 109:4

110:5 111:2 113:5 113:15 120:8 128:8 <b>linear</b> 95:14,18 <b>lining</b> 160:21 <b>lions</b> 168:17 <b>listed</b> 107:19 172:5 <b>listen</b> 87:13 <b>listening</b> 28:16 82:10 <b>liter</b> 125:11,13 <b>litter</b> 24:1 <b>little</b> 8:21 15:14 16:14 24:9 31:17 36:9 43:10 45:18 60:6 61:2,17 67:12,13 68:20 71:6 100:16 111:19,20 132:5 <b>live</b> 131:16 <b>lives</b> 61:3 <b>living</b> 5:5 <b>loan</b> 119:16 120:18 <b>loans</b> 119:11 <b>local</b> 18:11 19:5,8 28:3,5 52:1,2 56:9 94:15 172:9 <b>located</b> 74:4 104:3 116:16 <b>location</b> 170:6 <b>lodge</b> 168:18 <b>london</b> 53:2 <b>long</b> 10:16 12:14 33:8 95:13 134:9 145:15 153:4,6 160:11 161:4 <b>longer</b> 56:4 94:17 <b>look</b> 9:18 39:6 41:4 55:4 60:18 61:2 63:14 65:3,9 70:12 71:16 96:21 126:15 133:11,20	134:1 142:11 148:10,11 149:5 152:17 153:19 155:19 158:10 159:15 <b>looked</b> 10:5 37:20 37:21 64:4,18 126:2 136:19 141:7 149:17 <b>looking</b> 30:17 56:10 64:12 67:6 67:7 69:7 82:16 85:8 90:3 97:20 120:13 123:6 124:17 125:9 146:8 147:11 148:8 149:6 153:1 159:11 167:6 <b>looks</b> 51:17 97:17 107:21 126:9 <b>loose</b> 18:14 <b>lord</b> 6:9 19:12 <b>losing</b> 37:8 <b>loss</b> 29:17 <b>lost</b> 17:17 18:16 26:3 165:9 <b>lot</b> 14:10 21:1 27:18 28:14 30:14 33:15 40:2,4 47:5 51:15,21 52:2 62:9,19 82:19 112:13 130:13 140:12 143:7 146:21 147:3,5,5 149:4 152:5 154:16 168:2,15 168:20 <b>lots</b> 127:2,7,8 131:17 134:1 168:5 <b>love</b> 14:6 27:11 58:5 115:6,10 165:21	<b>loved</b> 3:20 <b>low</b> 21:13 78:15 78:18 <b>lower</b> 68:20 148:2 163:5 <b>lowest</b> 39:13 <b>luckily</b> 155:1 <b>lunch</b> 43:16 44:12 44:13 45:1 <b>m</b> <b>machine</b> 142:11 <b>macy</b> 35:10 <b>mad</b> 29:21 <b>madam</b> 6:16 17:7 19:17 73:4,19 75:14 93:19 98:15 99:3 102:6 103:18 115:21 116:11 117:11 134:16 135:19 139:2 143:18 156:21 161:18 172:20 <b>maguire</b> 130:3 <b>main</b> 44:6 104:15 106:3 146:11 151:12 156:13 159:5 160:4 <b>maintenance</b> 94:13 143:14 <b>major</b> 124:7,19 <b>majority</b> 65:6 69:18 70:8 75:16 <b>making</b> 29:12 30:21 31:4 33:21 34:2,3 37:6 70:13 108:18 147:3 <b>mammals</b> 22:10 <b>manage</b> 128:1 <b>managed</b> 139:19 <b>management</b> 4:8 140:10 141:8,10 <b>manager</b> 12:1,9 66:21 135:9 164:13	<b>manager's</b> 2:18 164:8 <b>managers</b> 141:4 142:17 <b>managing</b> 141:19 142:20 <b>mandate</b> 91:9,14 <b>manner</b> 129:17 174:7 <b>map</b> 68:5 74:8,9 74:10 95:16,17 96:10 98:2,3,4 104:5 107:14 <b>mapping</b> 133:21 <b>maps</b> 65:9 68:5 69:2 70:20 71:21 72:18 <b>marathon</b> 27:16 <b>march</b> 81:21 <b>marina</b> 155:9 <b>maritime</b> 47:3 155:14 <b>mark</b> 65:8 66:4,8 66:19 96:20 <b>market</b> 159:7 <b>martin</b> 121:21 <b>mary</b> 35:8 <b>maryland</b> 1:1,10 48:4 53:1,4 68:14 74:5 76:14 90:6 94:3 104:4 116:17 144:17 164:6 174:1,2 <b>match</b> 67:20 <b>materials</b> 117:1 <b>matter</b> 43:18 52:20 97:12 127:20,20 174:7 <b>matters</b> 171:17 172:5 <b>mautz</b> 172:10 <b>mayor</b> 166:16 171:9
---	---	---	--

<p><b>mayor's</b> 166:15  <b>mbr</b> 78:5,11 79:9  122:4,8,11 123:5  125:6,12 134:8  <b>mcclamy</b> 104:11  <b>md</b> 174:13  <b>mde</b> 77:8 79:19,20  80:4 82:11,14  83:19 86:11 87:6  89:3 118:15 119:2  119:14,15,18,20  120:6 121:14  123:21  <b>meadow</b> 148:17  <b>meal</b> 43:18  <b>meals</b> 54:6  <b>mean</b> 13:4 48:9  69:19 89:12  108:18 112:20  121:21 154:1,2  161:7  <b>meaning</b> 158:6  <b>means</b> 14:10  52:10 174:7  <b>meant</b> 72:7  <b>measured</b> 147:20  <b>mechanics</b> 141:10  <b>medicaid</b> 5:14  <b>medical</b> 4:6 24:2  <b>medicare</b> 5:13  <b>medicare's</b> 3:20  <b>meet</b> 72:15 106:12  115:9 126:19,20  <b>meeting</b> 1:4 2:3  57:4 61:11 89:2  105:8 119:4 131:3  145:15,15 162:20  164:18,19 165:16  167:1 170:1  171:16,17,21  172:6,8,12,14  173:10  <b>meetings</b> 119:1  130:3 132:20</p>	<p><b>meets</b> 68:20  105:14  <b>megan</b> 12:4  <b>member</b> 13:7  35:12 66:3,17  99:16 171:7  <b>members</b> 1:14  31:5 35:2,3,5,9,15  35:18 40:15,15  54:15 57:14 82:13  82:14 87:5,13  121:5 165:9 166:6  <b>membrane</b> 78:5  122:9  <b>memo</b> 90:3  <b>mental</b> 23:8 31:16  32:2 40:11,13,16  <b>mention</b> 138:4  164:10  <b>mentioned</b> 42:19  53:16 147:19  160:5 167:14  <b>mentoring</b> 54:16  <b>mentorship</b> 55:2  <b>mess</b> 122:9  <b>message</b> 169:4  <b>met</b> 64:3,20 82:13  122:1 169:13  <b>method</b> 170:14  <b>mgd</b> 78:5  <b>mia</b> 7:7 12:11  <b>michael</b> 35:5  <b>michael's</b> 35:13  38:20 51:10 104:4  116:17 144:10,15  144:20 146:1  150:7 151:13,13  152:6,14 155:7,18  155:20 156:18  <b>michaels</b> 147:14  <b>micro</b> 122:9  <b>microchip</b> 25:5,10  25:20 26:1,3  137:19</p>	<p><b>microchipped</b>  24:19 25:2 26:8  <b>microchipping</b>  18:16  <b>microchips</b> 25:1  <b>microphone</b> 107:2  <b>middle</b> 61:2 62:16  62:17 69:3  <b>midshore</b> 23:20  53:14 169:13  <b>mike</b> 7:19  <b>mileage</b> 95:14  <b>miles</b> 146:11  <b>military</b> 47:11  <b>milligrams</b> 125:11  125:13  <b>million</b> 5:5 18:2  40:9 45:13 49:12  49:13 50:7  <b>millions</b> 3:18  <b>mills</b> 106:2 118:2  118:20 119:7,10  123:8 124:5 132:6  133:13  <b>mind</b> 11:16 75:14  75:21 91:16 107:7  107:12 114:4  139:14  <b>minded</b> 133:12  <b>minor</b> 65:16 66:7  67:17,21 68:1  69:14 71:9  <b>minority</b> 65:5,6  67:8,13 68:19  69:10,18 70:8,15  70:17  <b>minute</b> 82:3 93:5  <b>minutes</b> 39:12  91:2  <b>mirror</b> 38:5  <b>missed</b> 61:10  <b>missing</b> 166:18  <b>mitigate</b> 146:7  152:20</p>	<p><b>mitigation</b> 144:18  146:20 150:14,16  <b>moaney</b> 35:16  <b>model</b> 3:21 4:4  51:3  <b>modest</b> 85:19  <b>modular</b> 79:9  <b>mom</b> 169:5  <b>moment</b> 10:21  <b>monday</b> 162:18  <b>money</b> 114:2  137:6 152:10  168:21  <b>monies</b> 169:18  <b>monitored</b> 132:9  <b>monitoring</b> 132:8  <b>month</b> 3:11,15 6:2  6:5 113:9  <b>monthly</b> 118:21  <b>months</b> 3:19 57:9  80:2,10 81:14  83:20 84:21,21  85:1,6,11,21  140:5 160:15  <b>monument</b> 164:3  169:8,11,19 170:4  <b>moratorium</b> 22:5  <b>morris</b> 34:18 68:3  69:1  <b>mother</b> 10:6 20:13  <b>motion</b> 2:16 6:12  19:16 72:20 73:3  105:4,5,10,12  133:6 134:12,15  138:17,19 143:12  153:2 156:15,16  161:9 172:17  <b>motovidlak</b> 35:7  35:11  <b>mouse</b> 67:11  <b>mouth</b> 83:7  <b>mouthful</b> 75:11  <b>move</b> 3:3 6:14  72:7 99:2 103:17</p>
---	--	---	--



<p>109:19 113:13,19 114:4 116:11 118:1 119:14 121:7 131:11 133:4,6 159:2 169:10,15,17,19 169:20 <b>moved</b> 6:10,13 12:21 19:13 73:1 135:17 136:20 172:18 <b>moves</b> 3:8 <b>moving</b> 56:5 86:10 110:13 117:10 120:16 128:10 169:7 170:11 <b>msde</b> 58:3 <b>mt</b> 104:3,16 <b>multi</b> 74:14,18 <b>multiple</b> 111:17 <b>municipalities</b> 150:17 <b>municipality</b> 91:9 150:19 <b>murphy</b> 139:20 143:14 171:10 <b>murray</b> 12:4,4 17:2 <b>museum</b> 47:3 55:2 155:14 <b>myers</b> 144:10,12 145:14,19 149:21 150:5,11 151:11 153:7 154:13,15 154:19 155:1,15 156:5 157:10 161:8</p>	<p><b>narrative</b> 75:3 <b>narrow</b> 133:15 <b>nation's</b> 5:7 <b>national</b> 3:11,14 6:1 17:9 18:9 19:3 20:16 41:13 <b>natural</b> 144:17 <b>nature</b> 118:14 124:6 <b>navigate</b> 127:19 <b>nearly</b> 77:13 <b>neavitt</b> 71:12 104:17 112:6,17 <b>necessary</b> 78:1 117:1 124:11 <b>neck</b> 112:4 168:3 <b>need</b> 10:18 11:1,5 11:14 21:4 22:19 23:12,13,21 27:13 30:6,17 38:4,7 39:5 59:8 62:5 72:20 77:13 89:17 115:7 120:14 129:4,5 131:14 132:5 133:12 <b>needed</b> 37:18 40:6 42:20 64:13,17 72:5 94:18 129:15 <b>needing</b> 11:4 <b>needs</b> 4:11 5:19 24:3 36:18 52:17 126:20,21 <b>negative</b> 85:16 <b>neglect</b> 17:21 23:6 <b>neglected</b> 23:15 <b>neighborhood</b> 67:12 69:10 131:17 <b>nerve</b> 140:19 <b>network</b> 44:2 <b>neuter</b> 17:19 24:15 27:3,5 <b>neutered</b> 24:11,12</p>	<p><b>neutering</b> 18:14 <b>never</b> 100:2 130:11,19 140:19 142:21 154:6 <b>new</b> 17:15 27:9 41:21 42:10 62:10 74:14 76:19 77:1 80:11,15 84:13 86:4 114:19 126:5 130:18 131:16,17 136:15 151:1 161:14 171:4 <b>nice</b> 32:17 33:9 141:14 142:16 166:17,17,19 <b>night</b> 50:19 82:12 167:16 <b>nights</b> 167:17 <b>nitrogen</b> 124:16 125:11,13 <b>njrotc</b> 47:8 <b>nonprofit</b> 18:3 <b>nonprofits</b> 170:21 <b>normal</b> 22:12 153:13,15 154:1,3 154:6 <b>normally</b> 153:7 <b>north</b> 164:4 <b>notary</b> 174:2,17 <b>note</b> 56:2 130:2 170:10 171:6 <b>notes</b> 174:6 <b>notice</b> 94:19 <b>noticed</b> 152:6 <b>notified</b> 88:18 <b>notorial</b> 174:13 <b>november</b> 1:7 3:5 3:6,15 6:1,8 17:10 19:2,11 76:13 90:8 105:9 138:2 164:7,12 171:16 172:1,7 174:13 <b>number</b> 25:4,10 25:14 26:3,6 52:6</p>	<p>56:5 59:21 70:1 71:9 74:1 76:6,17 76:18 77:7,17 80:3 85:9,19 87:20 98:16,19 102:7,9 103:20 107:6 116:13 147:16 151:20 163:6 <b>numbered</b> 69:2 73:19 99:8 101:2 <b>numbers</b> 21:9,16 24:9,21 25:14 65:12,21 68:18,19 69:15 70:6,10 71:5,17 <b>numerous</b> 163:3 <b>nurses</b> 9:16 10:8 13:14 <b>nursing</b> 12:17 41:21 49:7 <b>nurture</b> 43:13 <b>nutrient</b> 78:4</p>
			<b>o</b>
			<p><b>o'clock</b> 82:4 172:2 172:13 <b>obituaries</b> 15:11 <b>objection</b> 2:21 3:1 3:2 <b>objections</b> 94:21 <b>objective</b> 109:2 119:8,17 <b>obligate</b> 150:2 <b>obligated</b> 114:3 <b>obligation</b> 113:20 <b>observe</b> 6:5 166:2 <b>obstacles</b> 39:6 <b>obviously</b> 24:21 69:17 88:17 <b>occasions</b> 64:4 <b>occupied</b> 105:20 <b>october</b> 24:10 162:17 166:14</p>

<p><b>odd</b> 70:1  <b>offense</b> 62:20  <b>offer</b> 27:7 46:12  50:2  <b>offered</b> 43:1,15  47:3  <b>offering</b> 4:1 17:19  <b>offers</b> 9:12 169:10  <b>office</b> 22:10 24:3  32:5 44:4 59:3  116:15 117:2  156:11 163:13  164:8  <b>officer</b> 22:16,17  22:18,19 23:2  <b>offices</b> 164:11  <b>officials</b> 130:11  <b>oh</b> 33:1 67:4 68:7  69:7 133:17  <b>okay</b> 16:10,15  32:9 34:19 45:9  60:14 63:16 69:6  79:16 81:11 89:20  98:9,10 103:9  104:7 107:20  117:20 120:20  127:10 130:5  155:21 165:3  <b>old</b> 14:17 28:1  77:13  <b>once</b> 73:15 90:2  90:18 107:4 113:9  <b>ones</b> 3:20 26:10  37:6 50:16 55:10  100:10 114:14  118:5,6  <b>online</b> 25:20 26:2  46:8 54:4  <b>onus</b> 140:21  <b>open</b> 62:11 133:12  172:3,14  <b>opening</b> 2:7 27:8  27:21</p>	<p><b>operate</b> 78:18  160:6  <b>operated</b> 78:8  <b>operating</b> 78:14  79:10 114:20  <b>operation</b> 138:8  143:13 158:9  <b>operational</b> 84:11  85:21 86:4  <b>operations</b> 124:4  <b>opinion</b> 88:9  91:20,21 140:11  <b>opportunities</b>  37:20 41:20  <b>opportunity</b> 9:5  18:10 39:9 88:19  94:21 132:10  158:16  <b>opposed</b> 108:3  <b>optimistic</b> 62:14  <b>option</b> 120:16  122:5  <b>order</b> 2:4 44:5  54:1 172:17  <b>organizations</b>  5:10 168:16  <b>oriented</b> 4:5  <b>original</b> 83:10  <b>originally</b> 72:6  93:3 104:20  106:10 123:7  <b>orphans</b> 31:7  <b>orthodontics</b>  54:16  <b>otis</b> 35:7  <b>ought</b> 152:10,11  <b>outcome</b> 62:14  148:9 149:13  152:15 174:12  <b>outdated</b> 99:11  100:14  <b>outhouse</b> 104:20  <b>outings</b> 168:5</p>	<p><b>overall</b> 124:4  159:11  <b>overlapping</b> 143:7  <b>overpopulation</b>  17:20  <b>overview</b> 158:13  <b>owned</b> 24:11,13  96:6 164:3  <b>owner</b> 18:13  106:15 108:5,9  109:18 110:7,12  113:14 115:8  119:10 143:4  <b>owners</b> 17:18  108:8 111:6  114:16  <b>ownership</b> 119:6  121:7,12</p> <hr/> <p style="text-align: center;"><b>p</b></p> <hr/> <p><b>p.m.</b> 1:7 98:21  102:11 162:19,19  172:2,3,13 173:10  <b>pace</b> 34:1  <b>pack</b> 1:17 3:1 6:10  6:13 7:3,4,12,15  8:4,7 9:20 11:15  12:10 16:21 19:13  19:14 20:4,5 29:5  29:16,20 30:2,8  32:20,21 44:10,11  44:16,21 45:9  59:20 60:14 73:12  73:13,17 90:1,14  90:20 91:1,19,21  92:14 95:11,17  96:1,8,12 97:1,5  97:10,13,18,20  98:2,4,9,12,14  99:16 100:17,19  102:4 107:10  113:13 114:15,21  115:17 116:7,8  117:18,19 120:21  121:3 122:14,19</p>	<p>123:2 125:3,6,18  126:4 127:2,7,10  128:15,19 129:4  129:14 130:5  132:19 133:7  135:3,4,17 136:6  136:7 138:18  139:10,11 143:11  144:5,6 150:10  153:4 154:11,14  154:18,20 155:16  157:8,9,13 161:12  161:16 162:5,6  165:5,6 173:7,8  <b>package</b> 119:16  <b>packet</b> 136:14  158:1  <b>paddle</b> 151:17  <b>page</b> 34:14,15,21  35:1 37:14 41:4  52:5,14 55:18  56:18 78:3 95:15  <b>pages</b> 55:5 142:12  <b>pain</b> 4:7,16  <b>palliative</b> 3:11,15  4:14,18,21 5:9 6:2  8:14 12:7  <b>pan</b> 24:1  <b>pandemic</b> 23:9  29:9 36:4 37:8  40:2,4 44:6 46:5  171:1  <b>pantry</b> 30:5  <b>paper</b> 94:19  <b>par</b> 142:13  <b>paragraph</b> 76:2  78:4  <b>parallel</b> 112:3  <b>parcel</b> 74:8,10  104:5  <b>parcels</b> 74:9 108:4  <b>parent</b> 60:21  160:10</p>
--	---	--	---

<p><b>parents</b> 40:19 43:2 57:13</p> <p><b>parking</b> 147:18</p> <p><b>parks</b> 136:9,14 138:21</p> <p><b>part</b> 8:10,15 43:7 96:5 106:16 112:9 120:1 122:12 140:2 142:16 168:14</p> <p><b>participate</b> 88:19 146:19</p> <p><b>participated</b> 130:3</p> <p><b>participating</b> 55:6 118:21</p> <p><b>particular</b> 141:5 143:3</p> <p><b>particularly</b> 42:11</p> <p><b>parties</b> 174:11,11</p> <p><b>partner</b> 159:4 160:11</p> <p><b>partners</b> 40:18 53:9,12,15</p> <p><b>partnership</b> 54:9</p> <p><b>partnerships</b> 40:12</p> <p><b>parts</b> 44:6</p> <p><b>passes</b> 116:9 117:20</p> <p><b>passing</b> 165:20 171:6</p> <p><b>passively</b> 11:6</p> <p><b>pathways</b> 12:5</p> <p><b>patient</b> 5:16,17</p> <p><b>patient's</b> 4:10 5:19</p> <p><b>patients</b> 5:3,14 8:12,13 10:2 14:13</p> <p><b>patrick</b> 81:9 82:7 83:6 99:13 100:19 101:20</p> <p><b>paul's</b> 55:8</p>	<p><b>pay</b> 45:3 113:20 114:3 140:2 159:10 169:15</p> <p><b>peak</b> 79:7</p> <p><b>peer</b> 4:20</p> <p><b>people</b> 3:18 4:2 9:19 10:19 11:4,9 11:11,13,17 13:3 15:13 16:17 21:18 22:6 23:1,12,14 23:15 26:2 28:8 37:8,18 38:15 40:5 51:16 54:21 55:20,20 56:2,4 57:14 58:11 59:1 60:8 62:20 81:15 82:10 83:4 87:8,9 102:18 106:5 142:8 143:8 152:5 158:6,7</p> <p><b>people's</b> 9:17 11:12</p> <p><b>peper</b> 136:9 137:13,16 139:12 139:16 140:7 142:7,16 144:7</p> <p><b>percent</b> 18:5,7 21:11 36:13,14,14 36:15,20 37:1,1 43:8 45:20,20,21 46:4,4 49:14 56:11 81:4</p> <p><b>perfect</b> 16:15,15 18:10 32:9 41:3</p> <p><b>performance</b> 159:16</p> <p><b>period</b> 84:20 154:4</p> <p><b>permission</b> 89:18 136:12</p> <p><b>permit</b> 79:19 82:16 83:19 86:11 125:10 127:5</p>	<p><b>permits</b> 80:11 127:1</p> <p><b>person</b> 4:1 31:17 33:20 50:20 51:2 165:9</p> <p><b>personally</b> 82:13 174:3</p> <p><b>personnel</b> 158:8 172:5</p> <p><b>perspective</b> 35:21 163:18</p> <p><b>pet</b> 17:15,20 18:12 18:13,14,15 23:21 25:2 29:14 30:5</p> <p><b>pete</b> 1:15</p> <p><b>petition</b> 100:8</p> <p><b>petitions</b> 99:9 100:10 101:13,14</p> <p><b>pets</b> 17:17 18:6,7 22:7 24:1,11,12 24:13 28:7 29:21 32:2,5,6,6</p> <p><b>phase</b> 75:7 76:21 76:21 77:10,19 78:19 79:3 80:1 80:13</p> <p><b>phases</b> 78:7,13,15 80:20 81:1</p> <p><b>phenomenal</b> 128:3</p> <p><b>phil</b> 118:7</p> <p><b>phone</b> 25:10 26:5</p> <p><b>photo</b> 7:17 16:3,5</p> <p><b>physical</b> 4:9 55:9</p> <p><b>physically</b> 143:5</p> <p><b>pick</b> 101:6 108:15 109:1 114:10</p> <p><b>picking</b> 104:16</p> <p><b>pickle</b> 133:19</p> <p><b>picture</b> 16:12 108:17</p> <p><b>piece</b> 109:15,16,16</p> <p><b>piggy</b> 133:8</p> <p><b>pillars</b> 145:4</p>	<p><b>pilot</b> 144:18</p> <p><b>pink</b> 70:5</p> <p><b>piped</b> 86:16</p> <p><b>pipes</b> 148:16 156:6</p> <p><b>place</b> 17:15,16 24:3 30:2 124:14 126:12 140:4 142:2 146:6 174:4</p> <p><b>places</b> 141:7</p> <p><b>plan</b> 37:15,16 38:2 40:3 74:3,3,20 75:3,4 76:8,16 77:15 81:13,20 83:2 87:3 88:12 89:7,11 90:10 92:13,21 93:4,16 104:1 105:11 108:11 146:21 147:5 150:14,16 150:16,20 158:5 170:15</p> <p><b>planned</b> 2:5 74:6 76:11 77:10</p> <p><b>planning</b> 5:11 105:8 110:16 113:8 114:5 170:14</p> <p><b>plant</b> 77:2 78:6,12 78:17 79:10,18 80:8,12,16,19 81:1,3 83:12,18 84:11,13,20 85:5 85:7,13,18 86:2,4 86:17,19,21 118:19 119:7 123:8 125:15</p> <p><b>play</b> 51:17</p> <p><b>playing</b> 168:4</p> <p><b>pleasant</b> 104:3,16</p> <p><b>please</b> 2:9 3:13 19:18 22:13 23:4 66:11 73:5 93:21 100:18 143:19</p>
--	--	--	---

<p>157:1 169:2  <b>pleased</b> 128:9  <b>pleasure</b> 113:10  165:15  <b>pledge</b> 2:8,10  <b>pledged</b> 5:14  <b>plenty</b> 85:2 131:18  <b>plug</b> 58:20  <b>plus</b> 68:15 129:1  141:15 142:18  <b>point</b> 48:3 88:21  91:2,19 105:16,18  109:3 112:11,14  119:12 121:13  123:1 133:8 134:2  138:7 147:21  148:2 165:3  <b>points</b> 167:13  <b>police</b> 147:15  <b>policy</b> 106:4  <b>poll</b> 89:21 92:5  <b>pollution</b> 131:10  <b>pond</b> 126:7  <b>pool</b> 139:18,19,20  140:10,14,14,20  141:4,8,9,10,12  141:17,19,20  142:17 143:5,9,10  143:13  <b>pools</b> 140:9  141:18 143:15  <b>pop</b> 62:20  <b>population</b> 22:8  29:7 36:16,21  38:4,6 65:5 67:13  68:10,11,12,15  69:15 70:15,16,16  70:17 71:5  <b>portion</b> 79:21 96:1  96:3 162:16  <b>portions</b> 74:4  <b>positions</b> 159:8  <b>positive</b> 62:13</p>	<p><b>possibilities</b> 65:8  <b>possibility</b> 87:4  <b>possible</b> 86:12  131:12 141:18  169:3  <b>possibly</b> 85:10  120:16 124:3  <b>post</b> 156:10  <b>posted</b> 170:8  <b>potential</b> 86:8  <b>powerpoint</b> 34:13  <b>practices</b> 170:16  <b>prayer</b> 2:7,10  166:15  <b>pre</b> 9:4 21:15  43:20  <b>preferred</b> 128:12  <b>prepared</b> 81:12  82:2 113:13 133:4  <b>presence</b> 143:6  174:9  <b>present</b> 7:6 32:8  57:4 109:21  160:17 171:16  <b>presentation</b>  32:12 60:16  162:15,16,18  167:3  <b>presented</b> 16:7  57:6 64:14  <b>presenting</b> 10:6  63:17  <b>preserve</b> 118:2,20  119:6,10 123:7  124:5  <b>president</b> 2:15,16  32:15 35:6 118:8  135:11 144:13  <b>press</b> 170:7  <b>preston</b> 136:8  137:9 139:13,21  144:8  <b>preston's</b> 138:8</p>	<p><b>presume</b> 165:1  <b>pretty</b> 60:1 68:18  69:11 163:10  <b>previous</b> 67:8  100:1  <b>price</b> 1:18 2:21  7:1,2 12:13 13:16  20:2,3 25:6,9,18  26:5,13,21 45:3,6  47:13 48:12,15,17  48:20 49:17,19  50:6,10,13 56:8  56:13 69:17 70:4  73:1,10,11 75:13  79:14 81:6,11  84:9 89:2 90:13  90:19,21 91:18,20  92:1,7 93:9 95:15  96:20 98:1,13  102:5,13,17 103:1  103:3,6,9 107:14  107:20 108:17  109:10,15 110:4  110:18,21 111:10  111:13 112:18,21  115:2,16 116:5,6  117:16,17 122:7  125:14 130:6,16  130:19 134:14  135:1,2 136:4,5  139:8,9 142:5,15  143:17 144:3,4  145:17 151:7  156:20 157:6,7  161:4,7,9,14  162:3,4 164:20  166:12,13 172:18  173:5,6  <b>primary</b> 53:15  119:7  <b>principal</b> 61:13  <b>principals</b> 57:4  <b>printed</b> 174:6</p>	<p><b>prior</b> 82:14  100:20 137:3  138:5 157:15  169:21  <b>priorities</b> 170:18  <b>prioritize</b> 152:9  <b>priority</b> 74:20  104:6 106:5  <b>prison</b> 68:10,11  <b>private</b> 15:5 84:1  <b>privately</b> 96:6  <b>prize</b> 55:15  <b>prizes</b> 20:21  <b>probably</b> 47:14  49:4 55:15 71:6  81:15 108:13  109:20 110:21  111:15 114:15,19  114:21 133:12  161:5  <b>problems</b> 22:6  82:16  <b>procedure</b> 99:6  101:1,11  <b>procedures</b> 24:18  99:7 101:19  161:15  <b>proceed</b> 97:3  <b>proceedings</b> 2:1  <b>proceeds</b> 168:14  168:16  <b>process</b> 10:19 70:9  72:16 100:8,13  104:14 108:12  111:1 138:1  159:16 160:20  170:17  <b>processes</b> 158:6  <b>proclaim</b> 6:1 19:2  <b>proclamation</b> 3:10  3:12,14 6:14 16:7  17:6,8,9 32:8  <b>procurement</b>  160:10</p>
--	---	--	--

<b>program</b> 3:21 23:18 24:8 38:11 38:17 41:21 43:17 43:20 46:19 47:7 49:4,8 54:16,19 160:2	104:12,18 105:13 105:14 106:7,11 106:15 108:2,5,7 108:9 109:4,18 110:7,12 111:5 113:14 114:13 115:8 154:11,14 154:16	75:17 82:11 93:12 94:18 97:8 98:19 99:11 101:18 102:9,13,20 103:10,17 105:2 106:20 107:3,5 110:15 113:8 114:6 119:1 121:6 129:2 133:10 164:17,18 165:2 169:7,17 170:18 171:2,12,15 172:15 174:2,17	123:11 126:5 166:16
<b>programmed</b> 74:15	<b>proposal</b> 164:2	110:15 113:8 114:6 119:1 121:6 129:2 133:10 164:17,18 165:2 169:7,17 170:18 171:2,12,15 172:15 174:2,17	<b>q</b>
<b>programs</b> 5:7,15 6:6 23:16 24:4 38:14 39:1 46:11 46:21 49:10 52:6 53:18,19 54:4 55:2 62:18 168:10	<b>proposals</b> 164:6	<b>publicity</b> 92:15	<b>quality</b> 4:3,7,15 5:2 42:2
<b>progress</b> 74:16 128:9,10	<b>propose</b> 71:13 113:6	<b>publicly</b> 82:21 83:21	<b>quarantine</b> 61:9 62:3
<b>progressing</b> 63:3	<b>proposed</b> 65:15 78:8,11,19 79:2 79:15 100:7 149:1 170:6	<b>publish</b> 94:19	<b>quarter</b> 21:10
<b>progressive</b> 21:5	<b>proposing</b> 81:15 82:18	<b>pull</b> 141:21 142:2	<b>queen</b> 13:18,19 46:17
<b>prohibiting</b> 85:21	<b>props</b> 128:20	<b>pupil</b> 56:5	<b>question</b> 25:7 49:17 97:7 98:5 107:14 127:10 153:4
<b>project</b> 53:20 74:7 75:1,5,8 76:11 77:1,2,11,20 78:20 79:9 83:14 84:18 85:6 86:10 88:11 116:14,21 120:19 132:19 138:14 144:18 151:5 160:4,14	<b>protecting</b> 5:17	<b>purchase</b> 136:13 136:15 137:3 138:7,9,20	<b>questions</b> 3:6 9:3 97:11 106:19 117:8 137:9,11 140:1 161:3
<b>projected</b> 146:8	<b>proud</b> 33:15 39:11 39:15 52:12 56:19 129:9	<b>purchased</b> 137:1,2 138:5	<b>queue</b> 127:1
<b>projects</b> 74:21 76:10 146:5 147:9 150:19 151:1 152:9,9 158:6 162:11	<b>proven</b> 3:20	<b>purchases</b> 136:21	<b>quick</b> 167:13
<b>promote</b> 38:10	<b>provide</b> 3:17 15:2 15:6 26:17 29:4 30:13 53:17 86:19 94:16,20 124:10	<b>pure</b> 46:7	<b>quickly</b> 131:12 153:8
<b>properly</b> 78:18	<b>provided</b> 4:16 14:1,21 15:20 24:18 26:9,18 30:15 64:16 71:21 79:9,13,17,21 121:17	<b>purpose</b> 77:18 83:13 116:19 146:2 160:4	<b>quimby</b> 20:6,8,11 25:8,13,19 26:7 26:16 27:1 29:15 29:19 30:1,4,10 32:1,10
<b>properties</b> 104:17 106:9 107:18 108:15 109:21 111:7 112:19 113:17 114:10 115:2	<b>providers</b> 4:18	<b>purposes</b> 64:6 76:7	<b>quitclaim</b> 94:4 95:7,12
<b>property</b> 74:4,12 94:17 95:9 104:2	<b>provides</b> 4:12 17:16 76:19	<b>push</b> 162:11	<b>quite</b> 52:9 143:4 154:15
	<b>providing</b> 4:9 18:15	<b>put</b> 5:14 10:9 11:7 16:11 30:2 52:16 53:20 58:19 61:19 62:2 66:6 82:5,8 84:21 87:11 88:2 89:8,10,16 105:4 111:16 122:3 134:10 140:21 145:15 146:6 159:21	<b>r</b>
	<b>provisions</b> 29:18	<b>putting</b> 30:19 57:6 88:2 93:11 113:21	<b>races</b> 39:17
	<b>public</b> 22:21 25:2 25:16 26:9 32:14 57:10 59:15 60:21 62:19 66:16,20		<b>racking</b> 140:19
			<b>radicle</b> 71:14
			<b>rain</b> 154:8
			<b>rains</b> 156:1,5
			<b>raise</b> 107:1 168:9
			<b>raised</b> 27:19 45:12
			<b>raising</b> 97:13 149:7,8 169:1
			<b>range</b> 153:13

<b>rarity</b> 141:5 <b>rate</b> 39:18,18 45:19,21 48:13 <b>rates</b> 39:13,14 79:11 <b>rauch</b> 119:2 122:1 123:3 128:6 <b>ray</b> 96:6 120:21 127:17,19 128:2 132:8 133:11 <b>razor</b> 128:8 <b>reach</b> 14:8 25:4 <b>reached</b> 170:3 <b>read</b> 3:12 15:11 17:8 73:20 75:15 76:1 79:15 83:5 93:20 95:21 99:4 103:19 115:17 116:12 120:21 136:13 157:21 <b>reader</b> 107:8,9 <b>readily</b> 30:21 <b>reading</b> 132:11 <b>ready</b> 138:17 153:2 156:15 160:17 <b>real</b> 74:4 94:17 104:2 172:4 <b>realize</b> 21:3 <b>really</b> 10:13 11:1 11:11 13:7,21 21:21 22:1 23:18 30:18 33:12,15 34:7,10,13 35:19 36:1 37:21 38:8 38:10,11 39:5,19 40:12 41:1,18 42:1 47:9 52:12 52:12,17 53:11 54:10,20 55:21 56:1,6,19 58:8 59:6,14,17 60:13 63:9 64:15 66:12 67:14 72:12 82:7	85:8 90:15 92:16 105:21 106:4,11 106:12 110:8 124:13 129:20 130:12 146:16 148:4 149:10 155:16 159:13 160:1,12 167:4 <b>reason</b> 20:19 71:15 93:2 100:1 114:8 <b>reasonable</b> 87:20 88:15 <b>reasonably</b> 85:15 <b>reasoning</b> 83:4 <b>reasons</b> 91:6 <b>rec</b> 138:21 <b>recall</b> 11:6 100:11 136:18 163:2 <b>recapture</b> 47:18 <b>recede</b> 153:6 <b>recedes</b> 153:7 <b>receive</b> 5:7 15:13 119:11 <b>received</b> 24:13 27:1 60:4 94:9 104:10 121:1,8 162:21 <b>receiving</b> 27:4,4 41:14 <b>reclassify</b> 74:3 104:2 108:19 109:11,12 <b>reclassifying</b> 110:10 <b>recognition</b> 41:13 59:9 <b>recognize</b> 15:14 19:4 <b>recognizing</b> 15:16 <b>recommend</b> 160:7 <b>recommendation</b> 71:19,20 110:17 122:18	<b>recommendations</b> 114:9 132:11,12 <b>recommended</b> 64:7 149:16 <b>recommending</b> 105:6 135:14 <b>record</b> 3:13 17:8 51:7 73:20 75:16 90:2 92:1 93:20 99:4 103:19 121:10 138:13 <b>recorded</b> 174:6 <b>recreation</b> 136:9 136:14 <b>recruit</b> 142:8 <b>recruitment</b> 158:8 <b>rectory</b> 28:2 <b>recycle</b> 117:1 <b>redirected</b> 80:15 86:3 <b>redistricting</b> 63:19 64:1 68:17 72:16 <b>redman's</b> 53:2 <b>redrafted</b> 92:18 <b>reduce</b> 17:20 24:5 <b>reduction</b> 163:14 <b>refinements</b> 65:16 <b>reflect</b> 36:17 <b>reflection</b> 124:20 <b>refuge</b> 18:2 <b>regard</b> 137:10 <b>regarding</b> 3:7 75:6 77:10 90:4 99:7,17 100:7 169:14 170:8 <b>region</b> 104:13 112:8 <b>register</b> 26:16 <b>regularly</b> 70:13 147:14,15 168:3 <b>related</b> 75:1 76:10 118:18 159:7 174:11	<b>relates</b> 68:10 <b>relation</b> 9:9 <b>relationship</b> 141:14 <b>relative</b> 65:15 75:4 140:1 <b>relatively</b> 66:7,13 67:21 <b>release</b> 170:7 <b>relevant</b> 170:8 <b>relied</b> 10:8 <b>relief</b> 4:15 <b>remain</b> 29:1 67:18 87:4 119:10 125:21 <b>remained</b> 36:12 67:15 <b>remains</b> 69:11 <b>remap</b> 74:3 104:2 <b>remember</b> 12:16 35:16 52:21 90:19 140:7 <b>remembering</b> 171:12 <b>remind</b> 116:18 <b>remiss</b> 127:17 <b>removal</b> 78:4 164:3 <b>removals</b> 24:15 <b>remove</b> 2:17 <b>renew</b> 139:17 <b>rental</b> 103:11 <b>reopened</b> 93:15 <b>repair</b> 47:4 <b>repeat</b> 92:7 <b>replacement</b> 122:13 137:14,17 <b>report</b> 2:18 32:13 33:14 34:13,14 35:20 46:16 58:4 58:9,14,21 125:19 135:9 139:15 164:14
--	--	---	---

<b>reported</b> 1:20 <b>representations</b> 83:16 <b>representatives</b> 170:4 <b>represented</b> 86:5 88:4 89:15 <b>repurposing</b> 116:16 117:3 <b>request</b> 94:10 99:16 108:6,10,18 109:8 110:13 112:19 113:14 118:14 120:4 136:20 137:8 140:1 145:13 149:18,19 150:2,8 152:16 163:4 <b>requested</b> 75:17 122:3 <b>requesting</b> 94:11 104:12 136:14 139:17 144:14 157:18 158:1 159:2 164:2 <b>requests</b> 57:5,6 163:3 <b>require</b> 79:3 <b>required</b> 80:11 169:18 <b>requirement</b> 47:12 65:7 68:14 68:16,21 121:14 <b>requirements</b> 64:20 120:7 <b>requiring</b> 86:2 <b>rescinding</b> 88:13 <b>rescue</b> 170:15 <b>research</b> 4:20 <b>residence</b> 68:13 <b>residential</b> 78:21 154:18,20 <b>residents</b> 23:20 152:5	<b>resilience</b> 146:20 <b>resiliency</b> 145:3 <b>resolution</b> 73:21 74:1,1 75:15,16 76:6,16,18 77:7 77:17 80:3 81:16 82:6 83:10 90:4,6 93:19 94:1 98:12 98:16,19 99:3,5 102:4,9 103:7,18 103:20,21 105:4,7 105:10 106:1,17 107:3,5 110:3 112:10,13 115:17 115:20 116:9 162:18 169:19 <b>resolutions</b> 10:5 73:19 99:9,17,18 101:2,2 <b>resolve</b> 44:7 89:1 <b>resolved</b> 5:20 18:21 <b>resource</b> 30:17 36:18 128:3 <b>resources</b> 9:11 12:3,19 17:13 144:17 157:16 <b>respect</b> 164:12 <b>respects</b> 75:6 <b>respite</b> 4:12 <b>response</b> 30:3 111:21 <b>responses</b> 7:19 <b>responsibilities</b> 84:5,7 <b>responsible</b> 18:13 87:5 <b>responsive</b> 129:16 <b>rest</b> 33:9 89:5,5 <b>restore</b> 169:11 <b>restraints</b> 87:11 <b>result</b> 37:7 <b>results</b> 124:16	<b>retain</b> 39:3 160:6 <b>retaining</b> 96:17 <b>retention</b> 158:7 <b>return</b> 58:12,15 <b>returning</b> 28:9 <b>reuniting</b> 17:17 <b>revelation</b> 111:20 <b>review</b> 103:11 121:18 <b>reviewed</b> 4:20 105:3 121:21 163:13 <b>reviews</b> 160:17 <b>revised</b> 69:9 <b>rewards</b> 159:20 <b>rewrite</b> 147:4 <b>rfp</b> 169:9 170:8 <b>rhyme</b> 161:7 <b>right</b> 14:8 15:18 16:3,8 22:17,19 25:7 28:1 30:1,8,8 31:16 42:17 45:10 45:14 46:11,13,15 50:10 56:14 67:12 70:5 83:9 85:14 89:2,19 105:16 107:19 108:20 109:1,14 111:12 114:17 117:8 120:14,16 122:19 123:7 125:10 126:1 127:5 128:7 128:15 129:13 130:13,20,21 131:20 132:1 134:11 140:4 147:13 148:17 149:21 155:17 156:1,9 <b>rights</b> 84:5,7 <b>rise</b> 2:9 144:15,19 146:2,4,7,9 147:1 152:18 156:19	<b>road</b> 22:20 88:16 104:3 112:4 114:2 116:17 133:17 147:12,12 148:16 148:17 149:7 155:3,20 163:6,8 163:9 <b>roads</b> 59:2 <b>roadway</b> 95:5,11 96:13,19 163:19 <b>role</b> 19:4 <b>roll</b> 6:17 19:17 73:5 115:21 117:11 134:17 135:20 139:3 143:19 157:1 161:19 172:21 <b>roof</b> 43:4 <b>rooftop</b> 134:9 <b>room</b> 5:1 62:2 134:7 162:20 164:18,19 172:14 <b>rotary</b> 55:7 <b>rough</b> 33:16 59:15 101:10 <b>round</b> 120:9 <b>route</b> 163:3 <b>roy</b> 144:10 145:2 <b>ruby</b> 11:21,21 16:20 <b>rules</b> 99:6 101:11 161:15 <b>run</b> 10:16 18:14 <b>rung</b> 90:18 <b>runners</b> 27:15 <b>running</b> 9:1,1 10:17 31:1 <b>runs</b> 8:18 163:9 <b>rush</b> 29:21 110:5  <b>s</b>  <b>s</b> 74:12,16 104:5 <b>sad</b> 12:20 <b>safe</b> 17:14 31:21
---	--	--	---

<p><b>safety</b> 34:1 117:2 141:2 163:13 <b>sake</b> 170:10 <b>salaries</b> 55:21 <b>sales</b> 76:20 79:1 <b>sampson</b> 35:8 <b>sanitary</b> 74:15,18 79:2 <b>santa</b> 28:7 31:2 <b>santo</b> 151:15 152:12 <b>satisfied</b> 71:18 <b>satisfies</b> 65:6 121:13 <b>satisfy</b> 120:7 <b>saturday</b> 27:16 <b>save</b> 170:4 <b>saved</b> 68:5 <b>saw</b> 145:8 <b>saying</b> 81:13 91:1 129:1 <b>says</b> 14:7,8 15:18 44:12 95:7 <b>scan</b> 25:21 <b>scattered</b> 8:6 <b>schaffle</b> 144:11 150:12,15 157:12 <b>schedule</b> 161:1 <b>scheduled</b> 138:1 <b>schematics</b> 152:19 <b>scholars</b> 52:7,8,9 <b>scholarship</b> 50:2 50:15,19 167:16 <b>scholarships</b> 49:13,20 51:16,19 53:18 167:15,18 167:19,21 168:17 <b>school</b> 33:17 34:10 34:10 35:10 36:16 37:4 39:11 40:10 40:11 41:8 42:1 43:4 46:16 49:6,8 50:13,17 55:11 60:21 61:1,8,13</p>	<p>61:14 62:16,18 69:3 167:15 <b>schools</b> 32:14 35:19 42:17 62:19 167:17 <b>schoolwork</b> 61:15 62:4 <b>science</b> 53:20 <b>sciences</b> 27:11 <b>score</b> 52:10 <b>scratching</b> 90:15 <b>screen</b> 95:21 <b>scroll</b> 34:18 <b>scrolling</b> 36:2 <b>sea</b> 144:15,18 146:1,3,7,8 147:1 147:2,7 148:14,18 152:18 153:15 156:18 <b>seal</b> 6:7 19:10 174:13 <b>sealed</b> 164:6 171:18 <b>search</b> 95:10 <b>searching</b> 23:2 <b>season</b> 139:21 <b>seat</b> 2:6 7:12,14 <b>second</b> 2:20 6:15 18:12 19:15,16 35:1 39:4 73:2,4 107:8,9 115:18 121:16 124:2 134:14,16 135:18 139:1 143:17 149:19 151:10,11 152:15 153:14 156:20 161:11,12 165:11 172:19 <b>secondly</b> 159:9 <b>secretary</b> 3:12,14 6:16,18,20 7:1,3 17:7,9 19:17,19 19:21 20:2,4 33:2 73:4,6,8,10,12,19</p>	<p>73:21 75:15 76:4 79:17 93:19 94:1 98:15,18 99:3,5 102:6,8,16,20 103:2,4,7,10,18 103:20 115:21 116:1,3,5,7,11,13 117:11,12,14,16 117:18 134:16,18 134:20 135:1,3,19 135:21 136:2,4,6 139:2,4,6,8,10 143:18,20 144:1,3 144:5 156:21 157:2,4,6,8 161:18,20 162:1,3 162:5 172:20 173:1,3,5,7 <b>section</b> 70:4 75:7 76:21 77:11,19 78:19 80:17 84:15 94:16 112:7 164:18 <b>sections</b> 97:17 <b>see</b> 29:20 31:8,11 32:18 33:9 34:16 37:21 39:1,12 41:2 46:20 52:17 58:9,14 60:6 62:20 65:3 66:10 67:6,10,11 68:2,7 69:7 101:8 114:8 115:10 128:13 164:18 166:20 167:11 168:7 <b>seeing</b> 22:2,3,5 23:7 46:10 61:12 62:16 63:2,2 107:4 <b>seek</b> 18:2 <b>seen</b> 21:19 23:5 46:2 75:19 <b>segment</b> 39:9</p>	<p><b>select</b> 55:11 <b>selected</b> 48:17 <b>selection</b> 159:3 <b>self</b> 48:17 62:9 <b>sell</b> 168:14 <b>selling</b> 168:18,20 <b>senator</b> 172:9 <b>send</b> 11:8 58:3 113:7,7 156:17 <b>sending</b> 110:19 <b>senior</b> 27:7 <b>seniors</b> 27:10 <b>sensational</b> 22:1 <b>sense</b> 106:12 111:11 113:4 <b>sensitive</b> 10:11 <b>sent</b> 90:7 169:9 <b>sentence</b> 121:16 <b>september</b> 82:1 94:11 140:6 174:20 <b>septic</b> 104:21 132:2,7,9 <b>sequence</b> 25:14 <b>series</b> 68:5 <b>serious</b> 163:10 <b>serve</b> 78:8 165:11 <b>served</b> 13:18 74:17,17 165:12 166:3,7 171:7 <b>service</b> 15:1 110:2 110:10 112:15 139:18 140:14 166:4,9 171:12,13 <b>services</b> 4:12 5:14 5:18 9:7 13:21 15:4 17:16,19 29:4 30:12,15,20 136:16 139:19 143:13 <b>serving</b> 17:14 28:13 <b>session</b> 172:3,4,12</p>
---	---	---	--



<p><b>set</b> 54:9 76:16 77:14 112:3 169:19 174:4 <b>sets</b> 106:4 <b>setting</b> 127:18 <b>seven</b> 69:5 71:11 71:11 123:19 162:19 <b>sewer</b> 74:2,21 76:8,10,16 77:15 78:9 79:2 81:13 81:20 83:2 87:3 88:12 89:7,11 90:10 92:13,21 93:4,16 104:1 106:6,8,18 108:11 108:19 109:3,12 110:2,9 111:2 112:12,15,16 113:5,15 124:3 156:6 <b>sha's</b> 163:4 <b>shack</b> 148:1 <b>shake</b> 66:16 <b>shallow</b> 104:20 <b>shaped</b> 69:19 70:13 <b>share</b> 21:7 28:11 33:13 36:3 57:18 58:2 <b>shared</b> 28:10 74:15,18 <b>sharing</b> 58:14 <b>sheet</b> 122:21 <b>shelter</b> 17:7,10 18:9 19:3,8 20:17 21:5 22:8 24:5,8 24:12 27:12,20 28:1,5,17,19 32:5 <b>shelters</b> 17:12 18:3,8,11,18 19:5 21:19 26:10 <b>sheriff's</b> 59:3</p>	<p><b>shoe</b> 147:12 151:21 <b>shop</b> 28:4 <b>short</b> 103:11 142:1 <b>shortened</b> 72:2 <b>shots</b> 62:21 63:5 <b>show</b> 65:8 71:10 92:5 95:16 98:10 102:3,19 <b>shown</b> 104:4 <b>sic</b> 146:13 151:15 <b>side</b> 57:2 87:16,17 148:15 151:13 152:6,12 155:7 <b>sides</b> 163:8 <b>sighted</b> 133:15 <b>signature</b> 174:15 <b>signed</b> 165:2 <b>significantly</b> 154:1,2 <b>similar</b> 92:18 152:11 <b>similarly</b> 30:14 <b>simple</b> 64:16 72:13 161:17 <b>single</b> 15:12 78:21 <b>sir</b> 107:10 118:4 118:16 120:10 121:2 <b>sit</b> 120:14 130:9 <b>site</b> 77:2 86:15 <b>sitting</b> 2:6 <b>situation</b> 142:4 145:9 148:21 <b>six</b> 18:1 24:16 38:18 46:17 69:4 69:20 71:2 123:15 153:17 172:2,13 <b>size</b> 115:5 <b>skills</b> 23:12 <b>slide</b> 56:10 <b>slips</b> 147:18</p>	<p><b>slow</b> 110:8 111:1 128:10 <b>small</b> 22:9 47:4 53:11 62:21 71:7 71:8 85:9 87:20 <b>smiles</b> 16:11 <b>smith</b> 63:17,20,21 64:1 70:3,12 71:1 71:7,13 72:11 73:14 <b>smoothing</b> 101:10 <b>snapshot</b> 60:17 <b>social</b> 39:21 40:10 42:20 43:19 60:5 <b>society</b> 55:1 62:17 <b>sole</b> 94:14 160:9 <b>solely</b> 83:12 89:12 <b>somebody</b> 9:17 25:16 26:20 93:1 <b>somewhat</b> 127:21 <b>son</b> 53:2 61:14 <b>son's</b> 61:8 <b>soon</b> 84:10 <b>sore</b> 37:19 <b>sorry</b> 7:20 8:8 12:4 44:10,11 68:3 135:11 154:13,20 <b>sort</b> 149:2,2 <b>sorts</b> 151:18 <b>sounded</b> 133:5 <b>source</b> 160:9 <b>spaces</b> 101:10 <b>spay</b> 17:19 24:15 27:3,5 <b>spayed</b> 24:11,12 <b>spaying</b> 18:14 <b>speak</b> 20:7,10 106:21 130:12 158:16 <b>speaker</b> 129:11 <b>speaking</b> 137:21 <b>special</b> 13:1 36:20 60:11 108:2</p>	<p><b>specifically</b> 128:3 158:7 163:4 <b>speed</b> 9:1 163:5,15 <b>spend</b> 3:18 <b>spent</b> 41:1 143:4 <b>spiritual</b> 4:11 <b>spitting</b> 83:7 <b>spoke</b> 14:4 <b>sponsor</b> 90:14 92:6 93:17 98:11 <b>sponsoring</b> 102:3 <b>sponsors</b> 89:21 <b>sportsman</b> 168:19 <b>spray</b> 125:3,6,8 126:10,12,17 <b>sprayed</b> 126:18 <b>spraying</b> 125:8 <b>square</b> 169:11 <b>squaring</b> 70:12 <b>st</b> 35:13 38:20 51:10 55:8 104:4 116:17 144:10,15 144:20 146:1 147:14 150:7 151:13,13 152:6 152:14 155:7,18 155:20 156:18 <b>staff</b> 10:9 13:14 20:20 21:1 29:6 29:12 37:11,12 40:17 43:1 56:21 59:16 64:14 66:17 72:12,16 99:19 100:6 166:6 169:13 170:3,13 <b>staffing</b> 141:11 143:8 <b>stage</b> 10:3 <b>stamp</b> 16:8,11,14 32:9 33:1 135:8 135:10 136:8 138:3,16 139:13 140:17 144:8 149:18 150:1</p>
--	---	--	---

<p>157:11,14 161:3 161:13 162:7,9 164:16 <b>stand</b> 158:11 <b>standards</b> 85:5 <b>stands</b> 84:4 <b>start</b> 2:7 33:5 81:8 81:9,10 147:10 <b>starting</b> 46:20 131:4 <b>starts</b> 42:17 96:11 <b>startup</b> 76:21 79:3 79:8 80:1,13 83:13 <b>state</b> 33:10 48:4 56:13 58:5,20 60:18 68:13 86:18 88:9 91:8 94:15 94:19 136:17 163:1,12 174:1,2 <b>state's</b> 172:11 <b>stated</b> 83:17 84:3 90:11 <b>statement</b> 15:19 92:2 159:20,21 172:6 <b>states</b> 5:8 17:14 18:4 83:11 <b>stating</b> 91:21 95:10 <b>status</b> 74:20 104:6 <b>statutory</b> 64:20 <b>staying</b> 62:13 <b>steakhouse</b> 155:7 <b>steep</b> 163:8 <b>stenographer</b> 164:20 <b>stenographic</b> 174:6 <b>stenographically</b> 174:6 <b>step</b> 129:5,7 131:8 149:9 159:10</p>	<p><b>stepping</b> 54:5 <b>steps</b> 155:2 <b>steward</b> 128:12 <b>stipulations</b> 174:8 <b>stop</b> 61:14 79:14 <b>stories</b> 11:9,12 <b>storm</b> 144:19 148:15 149:3 153:5 154:9 <b>strange</b> 47:14 153:18 <b>strangely</b> 69:19 <b>strategic</b> 37:14 38:2 <b>strategies</b> 120:13 152:19 <b>strategy</b> 149:1 <b>stray</b> 125:5 <b>street</b> 131:18,19 134:3,4 152:1,1 156:6,9,13 164:5 <b>streets</b> 31:20 151:20 <b>strengths</b> 37:20 <b>stressors</b> 23:10 <b>strong</b> 24:20 151:17 <b>structure</b> 100:13 114:13 <b>struggled</b> 142:17 <b>struggles</b> 63:5 <b>stuck</b> 82:2 <b>student</b> 35:9,12,15 35:17 38:5 54:17 <b>student's</b> 35:21 <b>students</b> 33:18,19 36:8,10 40:20 45:15 46:2,17 47:1,5,10 48:7 49:2,11 52:6 53:5 55:17 57:13 61:1 168:1 <b>studies</b> 149:17 150:21</p>	<p><b>study</b> 146:11 151:12 152:11 157:21 158:13,17 158:19,21 160:7 <b>stuff</b> 42:15 <b>sub</b> 112:8 <b>subject</b> 77:4 80:6 <b>submit</b> 119:17 120:6 122:16 134:13 <b>submitted</b> 122:14 <b>subsequent</b> 77:6 87:2 <b>subsequently</b> 171:8 <b>substandard</b> 85:12,18 <b>substantive</b> 65:14 <b>successive</b> 153:11 <b>sufficient</b> 134:6 158:3 <b>suggested</b> 89:8 <b>suggestion</b> 113:1 <b>suitable</b> 137:7 <b>sum</b> 143:15 <b>summary</b> 122:21 127:11 <b>super</b> 28:10 <b>superintendent</b> 32:15 33:6 <b>supervisors</b> 57:5 <b>supplies</b> 18:17 23:21 <b>support</b> 8:16 18:18 19:8 28:18 37:11,12 38:11 56:21 63:9 145:4 146:21 147:3,4,5 147:8 150:4 151:2 153:3 156:17,17 162:11 165:21 169:2 <b>supported</b> 150:19</p>	<p><b>supporting</b> 28:4 67:3 150:6,9,13 151:4 <b>supportive</b> 127:18 <b>sure</b> 10:2 11:18 14:15 16:14 20:8 25:8 27:1 29:12 30:8 31:4 33:18 33:21 35:5 37:6 39:6,8,10 41:10 41:12 49:18 65:21 70:1 97:10 98:8 147:3 <b>surgeries</b> 24:15 <b>surprise</b> 15:12 <b>surrendered</b> 21:18 <b>surrenders</b> 22:3 <b>surrounded</b> 3:19 <b>surrounding</b> 131:15 <b>survey</b> 47:21 48:21 57:12,15 95:20 170:17 <b>susan</b> 32:15 35:1 44:11 47:7 53:8 63:13 <b>swim</b> 141:13 <b>sylvia</b> 165:12 <b>symptom</b> 4:7 <b>system</b> 36:17 49:6 61:7 75:9 77:3,4 77:12,21 78:7 79:13 80:2,6,9,14 91:12 104:13,21 112:7 114:19,21 122:5,11,13 124:2 124:9,11,16 132:7 159:10 <b>systems</b> 75:2,5 76:12 132:3,9</p>
--	---	--	--

<b>t</b>	<b>tax</b> 58:11 74:8,9 74:10 104:4	59:12,13,19 60:15 60:16 61:4,5 63:4 63:8,9,13,13,16 63:21 66:19 67:2 72:1,9,13 73:14 73:15 75:10 81:7 84:9 93:16 98:13 99:1 100:19 102:12 103:16 116:9 117:21 118:10,12,17 129:18 130:1,15 130:17 133:2 135:5,6,7,10 138:16 139:12 144:7,8 145:14 151:6 157:10,11 157:12,13 162:7,8 162:9,10 164:14 164:15 166:4,9,16 169:5 173:9	151:18 152:3 155:12
<b>table</b> 113:12	<b>teacher</b> 56:20 59:12	<b>thankfully</b> 61:8	<b>think</b> 9:4 11:13 14:10,14 15:7,17 33:20 34:16,18 36:1 40:21 42:3 45:11 46:5 52:15 52:16 53:10,15 54:3,11 55:15,17 56:1,3 58:8,10,16 59:14 60:1 62:8 64:18 65:13,16 66:1,8 72:14 75:13 81:6 82:8 88:14 96:5,16 98:5 101:16 106:1 109:1,6 111:5 112:11 113:2,14 120:3 123:14,17 124:7 125:10 127:4,12 129:14 131:5 132:4,10,21 133:12,20 139:21 142:18 143:4 155:11 156:3 161:4 166:4 167:3 167:8
<b>tablet</b> 61:20	<b>teachers</b> 31:9 37:10 38:13,16,21 45:15 53:18 57:13 59:20 60:10	<b>thanks</b> 30:10 72:11 73:17 158:15	<b>thinking</b> 14:5 25:6 39:2 131:14
<b>take</b> 7:12,14 14:16 15:5 16:12 31:11 31:13 39:7 41:4 45:19 50:16 51:12 55:4 59:7 62:20 62:20 83:20 85:1 94:21 120:5 121:16 129:7 132:13,14,15 151:7 153:5,6 158:10	<b>teaching</b> 17:18 49:7	<b>therapies</b> 23:10	<b>third</b> 159:15 161:12,13
<b>takes</b> 8:11 27:18 37:14 63:6 93:18 165:4 171:19	<b>team</b> 4:5 7:11 8:9 8:11 33:21 34:4 132:21	<b>therapists</b> 40:11	<b>thirds</b> 161:15
<b>talbot</b> 1:1 5:21 6:2 6:8 8:15 9:6,12,14 9:14 10:14 19:1,4 19:11 20:10,11 27:6 28:21 29:7 32:13 39:14 74:2 76:7 94:2 98:3 99:6 103:21 128:2 129:20 132:13 146:19 147:4 148:16 150:6 156:6 158:20 159:4,8 164:4,5 168:3 169:8 174:3	<b>tell</b> 36:19 38:12 96:9 97:16 150:13	<b>therapy</b> 55:9	<b>thirteen</b> 127:7,8
<b>talent</b> 160:6	<b>telling</b> 155:5	<b>thing</b> 13:5 30:18 36:3 38:9 43:12 45:11 48:18 57:17 66:1 92:10 130:7 138:3 140:19 142:21 153:20,21	<b>thomas</b> 75:10 81:10 84:7 88:6,7 90:11 94:7,9 95:3 95:6,19 96:9 98:6 99:13,15 101:6 116:18,20 117:7 161:17
<b>talk</b> 7:8 23:14 28:16 53:8 60:19 123:4 138:4 145:1	<b>temp</b> 142:13	<b>things</b> 11:6 14:6 20:21 27:14 28:6 28:14 29:10 39:3 41:18 57:18 59:4 62:21 69:14 82:17 82:17,19 83:4 100:15 108:13 110:9 122:2 123:13 125:9 130:10,19 143:8	<b>thought</b> 10:19 44:21 59:6 63:11 71:14 92:15,16 112:5 130:11,20
<b>talked</b> 40:7 47:7 86:13 106:15 108:7 123:3	<b>ten</b> 12:15 13:9 36:20 38:13 45:21 66:14 70:2 85:11 125:10 133:17 164:7 167:20		
<b>talking</b> 14:19	<b>tents</b> 168:19		
<b>tamp</b> 8:20	<b>term</b> 103:11 131:4 131:5		
<b>tank</b> 125:20 126:4 126:5	<b>terms</b> 9:7 94:20 126:11,14,14		
<b>target</b> 43:9	<b>terry</b> 121:21		
	<b>text</b> 96:10		
	<b>thank</b> 2:11 6:11 7:10,21 9:16,21 10:12 12:10 13:11 13:12,15 15:9,21 16:1,17,19,20,21 17:1,2,3,4,5 19:14 20:16 22:17 26:15 26:21 28:15,20 29:3,5 30:9 31:19 32:1,9,10,11,17 32:19,21 33:1,2,3 33:7,7,11 34:6 45:9 51:14 55:5 56:16 58:18 59:12		

137:21 140:12 <b>thoughts</b> 93:10 <b>three</b> 27:15 56:9 56:13 57:9 61:17 69:4 70:20 74:16 87:4 102:14,16 108:3 114:10 125:13 140:5 148:2,9 149:13 160:15 <b>throat</b> 154:21 <b>throw</b> 69:21 70:6 97:1 <b>thursday</b> 82:11 164:11 166:2 <b>tide</b> 145:8 154:5,6 155:18 156:2 <b>tides</b> 154:1,3 <b>tidewater</b> 55:9 <b>tied</b> 25:11 <b>tier</b> 106:10,13 107:15,19 <b>tilghman</b> 55:8 71:12 155:19 <b>time</b> 2:19 4:16 10:11 12:14 14:9 22:12,13 26:14 27:18 41:1 47:8 51:17 55:4 66:13 66:14 72:2,10 85:2 91:11 92:3,9 93:8 97:8 100:5 103:14 105:2,17 106:7 107:13 108:8 112:14 114:11 115:18 119:12 120:3 121:16 132:6 138:10 143:5 146:14,15 159:8 160:1,11 161:5 170:5 174:4 <b>timeline</b> 57:1 160:14	<b>timely</b> 4:20 129:17 <b>times</b> 20:18 37:2 42:13 48:3 62:12 81:20 111:18 131:7 <b>timing</b> 41:3 92:11 101:4 <b>tired</b> 22:6 <b>title</b> 93:20 95:5,9 95:10 99:4 103:19 116:12 <b>today</b> 2:6,6 7:11 44:3 61:8 112:12 127:9 165:8 <b>tomorrow</b> 40:13 <b>tonight</b> 34:12 98:6 118:9 169:9,21 <b>tool</b> 89:4 <b>toolbox</b> 89:4 <b>tooth</b> 24:14 <b>top</b> 56:9,13 107:15 <b>topic</b> 130:18 <b>topographic</b> 95:20 <b>torn</b> 154:17 <b>total</b> 74:11 124:16 125:11,13 159:20 <b>totally</b> 155:11 <b>touch</b> 63:10 <b>touched</b> 13:7 <b>tough</b> 145:15 <b>tour</b> 9:5 <b>tournaments</b> 51:18 168:4 <b>town</b> 74:5 76:12 80:5,7 84:10,17 88:17 89:6,14 91:10 94:3,10,12 96:3 145:21 146:8 146:12,17 147:8 147:17 152:8 171:9 <b>track</b> 47:16 48:5 <b>tract</b> 65:19	<b>tractor</b> 138:8 <b>tracy</b> 12:2 <b>trailer</b> 116:15 117:2 <b>train</b> 24:1 141:1,2 141:3 <b>trained</b> 27:17 <b>training</b> 40:14 42:21 <b>transcribed</b> 174:6 <b>transcript</b> 2:1 <b>transcription</b> 174:7 <b>transfer</b> 94:2 <b>transferred</b> 169:16 <b>transitions</b> 34:3 <b>transmission</b> 34:9 <b>transparency</b> 170:10 <b>transparent</b> 58:17 <b>transportation</b> 23:1 167:1 <b>trappe</b> 74:5,7 75:8 76:12 77:3,12,20 78:9 79:12 80:5,7 80:14 83:12 84:10 84:13,17,19 85:4 85:7,13,18 86:1 86:18 89:6,14 91:11,13 103:3 <b>treated</b> 80:13 <b>treatment</b> 4:6,10 77:2,3,12,21 78:6 78:11,17 79:3,5,8 79:10,18 80:8,12 80:15,19,21 81:3 83:12,13,18 84:14 84:20 85:4,13 86:2,16,19 91:12 118:19 119:7 122:5 123:8,11 131:3 132:18 133:16	<b>treats</b> 20:20 <b>tremendous</b> 54:9 167:17 168:13 <b>tremendously</b> 41:11 <b>trend</b> 21:14 23:7 <b>trends</b> 21:7 <b>tried</b> 109:17 142:20 <b>truck</b> 136:13,15 137:12 138:21 <b>true</b> 96:16 174:7 <b>truly</b> 9:8,13 <b>try</b> 12:18 38:11 71:16 100:8 111:8 119:14 127:13,13 147:10 169:2 <b>trying</b> 52:20 64:12 65:12 89:16 90:16 100:12 107:20 108:15 109:4 <b>tuesday</b> 98:20 102:10 172:1,7 <b>tuning</b> 119:21 <b>tunis</b> 106:2 <b>turn</b> 23:16 93:13 94:6 145:12 <b>turning</b> 72:9 <b>two</b> 24:6 30:7 32:3 35:8,15,17 42:12 45:21 46:3 47:15 48:15 60:21 61:6 69:4,13 82:13 86:14 97:17 100:10 104:13 108:1,3 112:8 119:5 123:11 127:16 128:17,18 129:1 147:9 148:13 151:7,14 152:2,15,21 153:1 153:3 156:12 167:13 169:20
---	--	--	---

<b>type</b> 78:13	<b>updates</b> 121:10	<b>video</b> 14:19	93:5 110:7 163:20
<b>types</b> 14:12 168:5	<b>upgraded</b> 85:5,8	<b>view</b> 91:2 152:13	166:1 170:9
<b>u</b>	86:17,18	<b>virtual</b> 51:2	<b>wanting</b> 47:10
<b>ultimate</b> 87:5	<b>upgrades</b> 77:14	<b>vision</b> 37:16	<b>wants</b> 66:10 81:9
<b>ultimately</b> 88:16	<b>use</b> 29:17 74:14,18	<b>visitor</b> 76:20 79:1	93:1 114:8
104:18 119:4	93:14 94:18 98:3	<b>visits</b> 5:2	<b>washington</b> 164:5
122:2 125:1	98:4 121:15	<b>vital</b> 17:12	<b>wastewater</b> 75:9
<b>unable</b> 44:4 138:7	<b>useful</b> 27:19	<b>voice</b> 8:2 128:20	77:1,3,12,21 78:6
<b>unanimous</b> 3:4,9	<b>useless</b> 25:5	129:10	78:11,16 79:8,10
<b>understand</b>	<b>usually</b> 25:15	<b>volunteer</b> 12:5	79:13,18 80:6,8
100:16 110:4	163:9	19:7	80:12,13,14,19,21
159:18	<b>utilities</b> 44:9 54:2	<b>volunteers</b> 13:4,13	80:21 81:3 83:12
<b>understanding</b>	<b>utilize</b> 124:1	20:13 27:13,18	83:13 84:11,14,19
6:4	136:12	31:8	85:4,13,17 86:1
<b>understands</b>	<b>utilizing</b> 136:16	<b>vote</b> 105:5 107:12	86:19 91:12
113:20	<b>v</b>	113:9,12 115:18	104:13 118:19
<b>unforeseen</b> 87:1	<b>vacant</b> 114:14	117:9 133:1	119:7 123:8,14,20
<b>unfortunate</b>	127:7,8	171:17	124:2 131:3
124:18	<b>value</b> 9:13 159:18	<b>voted</b> 105:11	132:18 133:16
<b>unfortunately</b>	160:2	<b>voter</b> 68:16	<b>watching</b> 62:14,14
101:3	<b>valued</b> 66:17	<b>w</b>	<b>water</b> 74:2,21
<b>unionville</b> 106:2,3	<b>various</b> 77:8	<b>w</b> 1:17 74:12,17	76:8,9,16 77:15
112:2	<b>vehicle</b> 81:14	<b>wagon</b> 14:3	81:13,20 83:2
<b>unique</b> 5:19 28:3	88:13 90:12 91:3	<b>wait</b> 48:9 161:5	87:3 88:12 89:7
106:11	91:6 92:14 137:15	<b>waiting</b> 108:16	89:11 90:10 92:13
<b>unit</b> 74:6 76:11	137:17 138:1	<b>walk</b> 28:8 34:12	92:21 93:4,16
<b>united</b> 5:8 17:13	<b>vehicles</b> 136:21	<b>walking</b> 9:19	104:1 106:17
18:4	137:2	<b>walks</b> 14:17	108:10 141:2
<b>units</b> 76:20 84:12	<b>vendors</b> 168:13	<b>want</b> 5:12 7:20	144:19 146:13,14
84:19 85:20 86:3	<b>venture</b> 112:20	16:11 28:15 38:9	147:21 148:16,19
123:12	<b>verbalizing</b> 130:8	39:2,7,8 41:6 45:6	148:20 149:3
<b>university</b> 53:1,4	<b>versa</b> 48:9 91:14	45:7 52:18 53:8	153:6,9,12 154:9
<b>unnerving</b> 153:18	<b>version</b> 68:9,10	53:20 63:4 81:5,8	155:1,6,8,9 156:2
<b>unprogrammed</b>	<b>verto</b> 52:21	83:3 87:8,10,17	156:8
104:5	<b>vet</b> 23:1 24:18	87:18 89:13 97:5	<b>waterfowl</b> 167:7
<b>unring</b> 90:17	<b>veteran's</b> 164:12	97:14,14 118:16	168:11,12,15
<b>unusual</b> 153:8	166:2,8	128:9,10,19 129:8	<b>waterman</b> 148:1
<b>upcoming</b> 167:7	<b>veterans</b> 166:1	140:19 149:4,5	<b>waterman's</b>
172:11	<b>veterinarians</b>	151:2,9 153:19	151:19
<b>update</b> 75:3	26:11	159:6,9,17 164:21	<b>watermen</b> 151:19
146:20 151:3	<b>vets</b> 166:5	165:19 166:8,16	<b>watson's</b> 162:15
161:5 169:7	<b>vice</b> 2:15 35:6	169:6 171:14	<b>way</b> 7:18 8:7
<b>updated</b> 60:16	48:9 91:14 144:13	<b>wanted</b> 21:7 39:9	47:20 48:5 51:6
150:20		65:3 81:18 82:21	55:12 69:20 70:2

88:10 140:15 142:4 148:12,19 167:19 174:11 <b>ways</b> 149:6,7 <b>we've</b> 30:5 33:8 37:13 39:14 40:17 42:1,10 43:20 44:2 46:19 53:16 57:14 60:3,10 61:15 62:12 66:6 71:21 81:13 86:13 94:9 100:6,10 118:17 122:1,3 124:8,9 128:6 141:9 142:17,20 146:18 150:18,19 153:14 163:6 166:13 169:9 <b>weather</b> 167:9 <b>website</b> 14:6,18 75:18 142:12 164:9 170:9 <b>webster</b> 135:15 <b>wedge</b> 163:18 <b>wednesday</b> 34:5 <b>weed</b> 135:15 <b>week</b> 17:7,10 18:10 19:3 20:17 20:20 54:8 59:11 59:12 82:4 145:7 147:20 154:12 166:21 <b>weekend</b> 153:8,11 167:7 <b>weeks</b> 27:17 111:15 128:5 145:7 147:20 152:2 169:20 <b>weird</b> 62:12 <b>welcome</b> 10:2 62:11 63:20 66:15 73:16 118:10 145:12	<b>welcomes</b> 55:1 <b>welding</b> 47:1 <b>went</b> 38:19 45:21 47:15,17 54:8 61:7 62:5 153:10 154:5,7 166:15 <b>west</b> 147:12 151:21 155:3 <b>whatsoever</b> 87:9 <b>wheel</b> 14:3 <b>wheeler</b> 35:8 <b>white</b> 36:13 107:15 137:13 <b>whites</b> 36:15 <b>willey</b> 166:16 <b>windsor</b> 49:5 <b>winter</b> 125:20 <b>wish</b> 48:2 165:20 166:8 <b>wishes</b> 5:19 92:6 98:11 113:19 <b>witness</b> 174:13 <b>wondered</b> 49:19 <b>wonderful</b> 15:17 129:13 142:15 167:10 <b>word</b> 14:15 121:16 163:1 <b>work</b> 7:9 9:13 21:1 38:4,7,17 46:11,14 49:10 58:1 61:15,18 63:2 66:20 67:2 72:2,5,7 119:20 124:11 127:16 133:2 140:15 158:5 163:17,19 169:7 <b>worked</b> 82:7 99:21 140:11 142:14 <b>worker's</b> 160:13 <b>workers</b> 40:10 42:20 60:5	<b>workforce</b> 38:5 <b>working</b> 33:21 39:2 43:5 44:7,9 53:3 62:7 99:18 100:6 112:16 118:17 128:5 136:19 <b>works</b> 4:1 59:2 66:21 87:12 100:4 105:3 110:15 113:8 114:6 119:1 121:6 133:10 <b>worksheets</b> 61:17 61:21 <b>workshops</b> 40:17 <b>world</b> 46:13 49:10 <b>worthwhile</b> 112:20 <b>worthy</b> 15:7 <b>wrapped</b> 109:7 <b>writing</b> 82:20 88:2 88:3 89:17 101:5 <b>written</b> 40:3 94:10 <b>wye</b> 118:2,20 119:6,10 123:8 124:5 132:6 133:13	36:4,6,7,9,11,14 37:1,2,2,4 38:12 38:13,15,21 39:11 40:2,9 41:6 42:21 43:7 44:19 45:4,5 46:1,3,7,17 47:8 47:14,16,17 48:8 48:10,10 50:20 53:3 55:12 56:20 56:21 57:21 58:1 60:3 62:10 81:21 87:21 101:15 123:21 137:18 138:11 140:9 141:20 142:19 145:21 146:10 150:21 151:4 160:19 166:18 171:5 <b>year's</b> 57:20 <b>years</b> 3:16 10:4 12:15 13:9 24:6 30:7 32:3 40:10 45:20 48:15 49:21 54:1 59:16 60:12 66:14 70:2 74:16 75:2 77:13 100:12 114:18 127:17 128:17,18 129:1 133:17 143:2 146:6 150:21 159:14 161:4 163:3 <b>young</b> 14:17 47:15 <b>younger</b> 143:2 <b>youngest</b> 61:8,14 <b>youth</b> 55:8 142:20 142:21 <b>yup</b> 32:20 55:7 81:6 156:16
		<b>y</b>	
		<b>yeah</b> 44:11 48:19 49:1 51:5 67:5 70:7,19 71:8 97:5 97:18 100:19 103:2,5 122:20 127:8 128:18 129:3 131:6 137:16 150:5 155:15 <b>year</b> 5:4 6:9 8:14 10:16 13:3 18:4 19:11 20:18 21:1 21:9,10,11,12 22:12 24:10,20 27:4,9 28:9,12 33:6,14,16,16,17	114:18 127:17 128:17,18 129:1 133:17 143:2 146:6 150:21 159:14 161:4 163:3 <b>young</b> 14:17 47:15 <b>younger</b> 143:2 <b>youngest</b> 61:8,14 <b>youth</b> 55:8 142:20 142:21 <b>yup</b> 32:20 55:7 81:6 156:16
			<b>z</b>
			<b>zach</b> 63:17 64:1 73:17

[zero - zero]

zero 105:5,12