

Adaptation & Resiliency Working Group Meeting

HYBRID MEETING

Wednesday, May 31, 2023 · 2:00 – 4:00pm

Maryland Department of Natural Resources
580 Taylor Avenue, Annapolis, MD 21401

Google Meet joining info

Video call link: <https://meet.google.com/wqw-uwtg-nsc>

Or dial: (US) +1 631-606-3067 PIN: 239 639 801#

Chair: Secretary of Natural Resources, Josh Kurtz

Coordinator: Ryland Taylor, ryland.taylor@maryland.gov

Agenda

- I. Welcome and Introductions** **2:00 - 2:10p**
 Meeting Call to Order, Roll Call, and Approve Minutes from May 11, 2022, November 30, 2022, and February 22, 2023 meetings and set expectations - *Secretary, Josh Kurtz, Department of Natural Resources (DNR)*

Secretary Kurtz called the meeting to order and took roll. Names crossed out mean a temporary designee has been appointed ahead of this meeting:

State Delegate	Del. Dana Stein - no
The Conservation Fund	Erik Meyers - yes
UMD Sea Grant Extension	Fredrika Moser Kate McClure - yes
UMD Environmental Finance Center	Brandy Espinola - no
MDE	Matthew Rowe - yes
DNR	Anne Hairston-Strang - yes
MDEM	Sara Bender - no
DNR	Tom Parham - yes
MDH	Clifford Mitchell - no
MDP	Jason Dubow – yes
MDA	Alisha Mulkey - yes
MDOT	Allison Breitenother - yes
DNR	Catherine McCall - yes

MEA	Ryan Opsal Brandon Bowser - yes
Commerce	John Papavasiliou - yes
MIA	Alex Borkowski - yes

Call by Secretary to approve meeting minutes: During the November 30th meeting, members could not access the May meeting minutes due to new constraints on file sharing. During the February Meeting there was not a quorum to approve all previous minutes.

Action: Members approve meeting minutes via vote

Materials: [February 22, 2023 draft meeting minutes](#); [November 30, 2022 draft meeting minutes](#); [May 11, 2022 draft meeting minutes](#)

May 11, 2022 meeting minutes motion to approve by Jason Dubow and seconded by

Anne Hairston-Strang -DNR-

November 30 2022 motion to approve by Matt Rowe, seconded by Allison Breitenother

Feb 22, 203 motion to approve by Anne Hairston-Strang -DNR- and second by Catherine Mcall

Brandy Espinola and Cliff Mitchell were not present during roll call but joined later

II. ARWG Leadership Discussion

2:10 - 2:40p

Secretary Josh Kurtz, DNR will lead a discussion on bringing on two additional co-leads to assist with ARWG leadership.

What sectors should be considered, more of a conversation about membership in general.

Secretary Kurtz will begin the discussion by sharing his vision for cooperative leadership, two additional leaders from other sectors to help govern ARWG along with the Secretary of DNR. The discussion is a call for members to suggest what voices should be heard in general, what sectors and potentially a discussion of specific people if they would like to step up.

Secretary Kurtz worked with the Mitigation Workgroup and their approach is to include multiple co-leads from different sectors. As adaptation and resiliency impacts multiple sectors, DNR would like to invite other industries/communities/groups that would be impactful. Not specific names, potential impactful partners.

Jason Dubow -MDP- : Representatives from local government considering our focus is on getting the local communities the financial and technical support they need to prep for climate change. MACO or MML are two that come to mind. Another idea is a financial or economist specialist who can talk to innovative financing as well as the cost of inaction (or maybe insurance issues as well).

In the chat:

Jennifer Raulin: I second Jason's comment for local gov't representation- perhaps a frontline and/or DEIJA rep.

Brandy also added to the chat an endorsement for local government leadership.

Anne H-S as well

Christine Conn -DNR- : NGO to bring that perspective because they do a lot with our communities.

Secretary Kurtz: Yes and they have access to different funding streams.

Anne Hairston-Strang -DNR- : Are we considering just current membership?

Sec Kurtz: no, expand beyond
Anne: restoration contractors

In the Chat:

Matthew Rowe -MDE-: Maybe the Maryland Homebuilders Association as a thought

Brandon Bowser MEA: Energy sector representation especially as utilities as well as community representatives. Looking to enhance the grid, make it resilient so representation from energy would support the growing utilities in that arena.

Erik Meyers: Underserved community representation as we target those areas and that might fit well within the NGO category.

Allison Breitenother : Co-chair with experience with facilitated work to guide the how of what we are doing. build into the equity and environmental justice goals of the ARWG.

Secretary Kurtz: Feel free to reach out if you have any ideas later and we will be in touch with next steps.

Action: Members provide comments on what voices would be valuable to have serve in ARWG leadership roles and what that leadership should look like.

Materials: None

III. ARWG Progress Update

2:40 - 3:20p

Work plan leads will report on progress to date

- A. Next Generation (Next Gen) Adaptation Plan
 - 1. Focus and Sector Groups - *Ryland Taylor, DNR*
 - a) Checkpoint 1 progress (priorities)
- B. Decision Support Tool - *Brandy Espinola, UMD/EFC*
- C. Local Level Capacity Building - *Allison Brietenother, MDOT*
- D. Saltwater Intrusion - *Jason Dubow, MDP*

Ryland introduced

Climate Jobs and Training

Catherine McCall and Sarah Lane

Catherine presented the investment needed priority for this sector.

Dept of Commerce and Dept of Labor are new members to the group.

Mitigation jobs dominate the conversation but for this plan we are looking squarely at the resilience and adaptation jobs and aspects such as adaptation needed in the wood and timber industry, the restoration economy, and worker health and safety in different heat environments.

The group has learned there is a tremendous amount of resources for education, training, and retraining, but no baseline to measure progress. Thus our priority is to target a no-net loss goal:

Target a “No Net Job Loss” goal where various economic sectors (e.g. manufacturing, food service, agriculture, fisheries, energy production) emerge or transform to support climate adaptation.

What job sectors or industries should we consider to be adaptation related?

Kate Vogel, DNR: Educational programming should be added into the required school curriculum, is there an opportunity to add that in?

Jason Dubow -MDP- : Tourism as industry would be benefited, the example of ski resorts in western Maryland comes to mind - outdoor recreation economy

Erik Meyers: Adaptation work on eastern shore, value of potential in sustaining cultural and eco-tourism telling the climate change story in coastal areas that have been under-represented so far. Transition to other occupations into eco tourism.

Brandy Espinola: Has there been an assessment of where the job opportunities are? Good sense of the landscape? In order to have no net job loss you need to know your baseline. Is there a report to review that would help us think about the different sectors and where there are adaptation opportunities?

Answer: Job numbers are available but one of the partners in the group mentioned we need to make sure there is geographic equity, that there isn't a focus on specific regions over others. But in terms of adaptation specific jobs, that has not been teased out before (mostly mitigation). One of the resource-ready priorities is teeing up a study to figure out what are the job growth potential opportunities.

Brandon Bowser: This is a good opportunity to bring in a nexus point, MEA has a lot of work going on in terms of clean energy transition and resilient resources in the Western Maryland region. Frostburg received an award to study the micro-grid for their campus and as part of that developed a student and displaced worker education and certification program to help people get into clean energy and climate related jobs. This is a good region for the opportunity to get displaced workers from the extraction economy into resilient and adaptation economies while also keeping them localized. Bowie State, along with other University systems have also adopted this model. Catherine will follow up with MEA.

Water Resources

Sarah Lane and Jim George are co-leads for Water Resources. Sarah Lane presented the investment needed priority for this sector.

Most of the members of this group are returning from the Adaptation Framework development process. Their group started with some of the most priorities to narrow down from the framework, but the group was able to see where strategies flowed together. The resource ready priority that focuses on inter-agency funding coordination will be brought to the group when it's more fleshed out as part of the legislative policy discussion at future ARWG meetings.

Water Supply: Proactively adjust water supply management practices and programs to account for climate change impacts to both water supply availability and source water quality. Address risks due to drought, heat-induced increases in water demand, sea level rise, storm surges, flooding, and severe weather. Ensure

adequate state staffing levels to manage these risks by supporting local hazard management planning, focusing on historically underserved communities.

In terms of water supply, what industries should we be focusing on for resilience and adaptation rather than mitigation? We have been good at touching on the local government and justice, equity, diversity, and inclusion focuses but not as much on the climate jobs and training.

Jim George -MDE- Could have planner, account, engineer etc. if they are funded to do climate work it becomes a climate job. Could go to the funding source to see who's being funded by them. First jobs created will be generated by federal infrastructure funding. Colleagues at Env finance center will be helping with technical assistance to underserved communities and can help understand questions that were posed in terms of job associated with improving the resilience of water supply systems. Issue that will be faced are treatment plants, treatment intakes, saltwater intrusion, etc. There is a lot of work identifying vulnerabilities and projects to reduce those vulnerabilities.

Erik Meyers US water alliance promoting net zero or net zero plus for water utilities. Onsite capture of methane. DC water regional leader but there are other examples. Could be additional jobs there decarbonizing those operations. Maybe Back river WWTP as well?

Christine Conn -DNR- Make sure you are addressing existing failing water supply infrastructure. E.g. Pocomoke city's failing water mains and no capacity.

Anne Hairston-Strang -DNR-
2:29 PM

Water supply question could include source water protection with well-managed forests and strategic land conservation.

Human Health

Allison Breitenother, MDOT, Cliff Mitchell, MDH, and Gabe Cohee, DNR are co-leads for the Human Health group. Allison presented the investment needed priority for this sector.

MDH works with a university partner to update the Maryland Climate and Health Profile Report (CHRP) every five years to identify and analyze climate impacts on health, including forecasting anticipated disease burden using updated climate change projections.

Allison presented, the strategies fit squarely into the Dept of Health camp. Balancing action with learning, how to get the work done with current staff capacity. Investment priority: 2016 report issued with 2014 data, needs an update. Need funding identified and support for that assessment. The previous report Climate Health Profile Report (CHPR) focused on human health (ER visits, etc.), what other adaptation activities should we infuse into the study? How should we shape the climate and health report? What funding opportunities exist?

Cliff acknowledged that health always struggles to operationalize climate induced health issues. Health data needs to be more focused on health impact statements and doing so by expanding data. Make tools more accessible with case studies/examples.

Jason Dubow -MDP- : Did the last report look at geography/regions of the State? As a justice issue, does the report make that correlation? this should be captured

Allison: The original study did along with age brackets, and will carry over into an updated assessment

Brandy: Did the original report look at cobenefits of tree canopy mapping/green spaces overlaid with health issues? Ways to link outside of the health sector into the environmental realm.

Allison: The original assessment did not, it was very health focused. Great idea to think more broadly.

Kate Charbonneau (CAC): Link to climate resilience HUBs for funding?

Allison: HUB funding comes in a localized scale (county), not a broad scale (statewide) but could be a pilot or case study within the statewide study.

Jason Dubow -MDP- : Is there anything related to hazard mitigation planning that can connect to the health issues as a source of funding?

Allison: Yes, exploring those opportunities and have had conversations with MDEM.

Brandon: MEA has state level HUB grant program (Resilient Maryland) for organizations looking to become resilience HUBs. Generally looks at the infrastructure needed to keep those HUBs running in times of need.

Allison: One last question, feel free to send her an email outside of the meeting to answer: How is your sector or agency integrating health data into programs or communicating health data to partners?

Critical Infrastructure

Allison Breitneother, MDOT

Select, test, and apply an AMAP Framework to be used statewide to inform planning studies, capital improvement programs, systems risk assessment and management, and flexibility to maximize infrastructure life cycles.

Want to balance the action with the planning. How do we work through a planning process without losing the opportunity to implement?

Feedback on how your agency/organization is managing what you determine to be critical infrastructure?
What is critical infrastructure (develop state level definition recognizing feds provide a definition that dictates programming direct to some state agencies)?

Planning timeline for managing critical infrastructure?

How to run planning and implementation concurrently?

Jason Dubow -MDP- : Water Resource Guide planning with MDE highlighted that water utilities (WSSC water as an example) are starting to do this work. Linked report below made for federal government. How do we make sure all these efforts are talking to each other?

Utilities are also beginning to pay for consultants to help plan for climate change impacts. See

<https://planning.maryland.gov/Pages/OurWork/envr-planning/water-resources-mg/training-resources.aspx>

Allison: Is Calvert Cliffs prepared? Is there work already happening (determine through surveys then access gaps)?

Erik: The natural infrastructure is critical and the crossover needs to be more integrated (green and gray infrastructure).

Christine Conn: Dept of defense facilities are prolific in the State and they have funding to look at coastal resiliency at the base level and those surrounding areas as well. TNC work on marsh migration is an example.

Sarah Lane: These facilities are represented at the Bay Program WQGIT - Sarah to follow up

Natural Resource & Ecosystems

Amanda Small and Catherine McCall

Investment needed priority:

Identify and incorporate new natural resource and ecosystem focus areas into comprehensive, hazard mitigation, nuisance flood, and other local planning documents to afford more protection.

incorporating natural resource adaptation into ecosystems that already exist. Data is available, but not being used consistently across state/local agencies and plans. Type of guidance/common messaging for local outreach. Opportunity for state level plans to coordinate with local level plans.

Question: If the goal is to achieve natural resource goals, what regs/policy or education/outreach is needed for climate adaptation goals?

Matt Rowe: Sensitive areas in local comprehensive plans are within the water resource plan (Jason Dubow's link from earlier). Local governments identify Green Infrastructure for special protection areas to build climate resilience from Sea Level Rise into their sensitive areas element. Is there guidance on how to do that?

Jason Dubow -MDP- : Jason Dubow -MDP-
2:51 PM

<https://planning.maryland.gov/Pages/OurWork/envr-planning/water-resources-mg/2022/03/climatechange-roleofsae.aspx>

Sensitive areas is one chapter that must be included in local comprehensive planning and can include a lot of different types of areas. MDP is making sure the incorporation of natural resources is a priority and can provide more guidance on these sections for local governments.

Secretary Kurtz: Many natural resources privately held, how do we communicate/engage with those landowners is critical.

Jason Dubow -MDP- 2022 work by saltwater intrusion responds to MCCC recommendations. One idea is the necessity of guidance to landowners, local government and restoration practitioners to facilitate the successful migration of wetlands and to assist vulnerable landowners. Some overlap within that ARWG workplan priority.

Erik Fisher/CAC: Cooperative state level programs could be good for crosstalk to work things in proactively with CAC for example.

Working Lands and Natural Resource Based Economies

Anne Hairston-Strang

Amanda Small

State agencies and Soil Conservation Districts expand partnerships and research, and explore and implement ways to make farming, forestry, and fishing more attractive to youth and others and eliminate structural barriers to increase the diversity of resources-based industries in Maryland.

Expanding diversity in the workforce for longevity of these industries. Who hasn't had the opportunity to participate to date? Identified existing resources (school programs, trainings, etc.), but who else can we connect with? What groups/communities to target and what information to share?

Overlap with climate jobs and training goals.

Jason Dubow -MDP- : Establish a standing sub-group of ARWG focused specifically on developing assistance collaboratively across agencies and interested parties. Could this group develop the outreach materials?

Secretary Kurtz: Capture within the policy development section of the ARWG agenda. Changes in ways we work together such as formation of subgroups should be flagged for future consideration.

Sarah Lane: This is a resource ready recommendation from the Water Resources sector group.

Allison Breitenother : Coordinating, the state's 5 Million Trees effort led by MDE and working across other state agencies (DNR, MES) allowed for discussions on outreach materials. Mimic how that group has developed their materials.

Charles Glass (MES): Agreed

Christine Conn: Rural Maryland Council as a potential partner. They serve a broad range of counties across Maryland.

Anne Hairston-Strang -DNR- : Great partner to crosswalk outreach education materials across different communities

Catherine McCall -DNR- : worthwhile looking at the programs/networks that exist such as invasive species market that dept of labor and dept of commerce have initiated.

Brandy Alexis Espinola

3:01 PM

better engagement with the Maryland Agriculture Associates?

Local Government

Sasha Land -DNR-

Brandy is stepping in as necessary

This focus group recognizes that the local strategies from the draft framework are contingent upon State support.

This group does not have any local membership. Need local feedback on state delivery.

Developing a web based tool kit on capacity building, financing, technical assistance - part of last year's ARWG workplan - is underway. One is Allison's local capacity, other is Brandy's capacity group. Dovetail what the focus group has

Focus group looking at the how, what does a state level toolkit look like? What are the mechanics? Those other two groups are developing the content. So the investment needed, there is an increasing need for technical support to local governments in a way that is effective and efficient.

Work with local governments to identify and develop a greater understanding of climate impacts, and then respond to those impacts, prioritizing local governments with capacity needs.

How can locals tap into State resources?

This will propel all the sector work forward.

How do we define geographies for the toolkit?

Looking for additional voices, please contact Sasha if interested in joining.

Secretary Kurtz: These focus priorities have a local government lens, how do we more effectively integrate the local government perspective, impacts, priorities, etc. into each of these sector group priorities.

Sasha: CCS is conducting listening sessions with coastal counties and will infuse that feedback into the NextGen Plan. It's important that it's a two-way conversation.

Sec Kurtz: Longevity of local government engagement is key. Want to ensure permanence/sustainability long term.

Anne Hairston-Strang -DNR- : Resiliency Authority, I would love to hear updates from those groups?

Sasha: That would be great feedback, but it's outside of the NextGen Plan scope

Stacey Schaefer: Charles Co resiliency authority would love to give an ARWG presentation

DEI

Brandy Espinola

Anyone who wants to co-lead or join as a member, please do!

Like local service delivery, JEDI comes up within all the sector groups. Make sure those priorities/recommendations include broader scopes.

Improve decision-making processes for funding programs to prioritize investment in underserved and overburdened communities.

Investment Needed Priority: Improving decision making processes to prioritize investments in underserved communities. How do we make sure funding is going where it needs to go? No particularly strong solutions other than defining an equitable decision-making framework that considers adjusting the scoring for individual state grant programs.

What is the appetite for standard guidance across state programs? what is the timeline for re-evaluating existing funding programs to change criteria?

Jason Dubow -MDP- : Will Governor Moore be putting out any Administrative executive orders around this issue?

Sec Kurtz: This is a top priority for the administration but have not heard of an Executive Order. A framework for accountability has been laid out within our procurement policies and will continue to build off that initial work.

Jim George -MDE- : MDE distributes a lot of money with a rating system for points assigned to projects to rank them. Underserved communities are a part of that rating system. Other grants do similar rankings. On the back end, you could gather the data on what portion of the funding is going to these communities and track over time for a metric.

Matt Rowe: Guidance or consistency could be good - what tools should be used to identify underserved communities? MDE uses a screening tool, so that's one example but there may be value in standardization at a high level for consistency across agencies.

Kate Vogel: SEAFARE (Supporting Equitable Access in Funding and Adaptations Resources) is an effort with TNC that is working on creating a toolkit that state govt can use to inform our decision making (how to make decisions and giving money to). Phase 1 was on barriers to funding to these communities. Phase 2 is currently looking at how we communicate and prioritize? The deliverable will be providing recommendations to State agencies.

Sec Kurtz: The ability for people to access funding and projects is a major hurdle to distribute funds. State priority to get resources to communities most needed.

Erik Meyers: EPA has many grants out for capacity building and are looking for intermediaries to apply for EJ funding and then distribute among smaller groups as a distribution network. This will hopefully lessen the burden on those who are historically unable to participate.

Action: Members provide comments on Next Gen priorities specifically identifying major concerns, glaring omissions, or ways to leverage actions across multiple priorities and additional work plan efforts.

Materials: [Next Generation Adaptation Plan Priorities Document](#)

IV. Maryland Insurance Administration

3:20 - 3:35p

What role does the insurance sector play in promoting adaptation and resilience to climate-related risks?

The Maryland Insurance Administration's Chief of Staff, Alex Borkowski, together with Jennifer Gardner from the National Association of Insurance Commissioners' (NAIC) Center for Insurance Policy and Research (CIPR) will address this question and explore the nexus of insurance and climate risk management through the lens of state-based insurance regulation, which is charged with ensuring consumer protections vis-à-vis the availability and affordability of insurance and the maintenance of financially strong, solvent and well-functioning insurance marketplaces.

Action: informative presentation with discussion

Materials: [slides](#)

Climate Risk management: insurance solutions to improve community resilience

What role does the insurance sector play? How can ARWG partner with the insurance sector?

Increasing economic losses from widened insurance protection gaps are occurring as a result of climate impacts. That delta impacts affordability of insurance, in turn influences markets, becoming a resilience issue. We can no longer rely on the past to accurately predict the future.

Adapting to reduce property loss. FEMA in partnership with the National Institute of Building Sciences performed a cost benefit analysis on the benefits that adaptation can provide.

Public-Private Partnerships slide includes:

Models used to assess if mitigation is present vs absent

Grant funding to receive insurance benefits available in a couple states (ex. Alabama, South Carolina, and Florida)

Education and outreach organizations to inform consumers on their risk and ways to reduce it - MD Insurance Agency listed

MD Education and Outreach - Joy Hatchette climate risk management and awareness campaigns:

Unit works very closely with other state and local agencies and communities to make sure they are aware of their particular risk. Identify steps to mitigate and adapt against those risks: freeboard is one example. Lots of educational material on the [website](#). Happy to work with consumers/communities on education.

Innovative Insurance Products

Three types: 1) parametric insurance, 2) catastrophe bonds, 3) inclusive insurance/community-based coverage

Parametric Insurance has not been widely adopted in the US but international examples. US example - Flood Help New York. Help address inequity of current disaster relief programs.

Inclusive Insurance/Community-Based

Community arranges coverage for members as either voluntary or a requirement of community membership. Coupling with a public means testing assistance program allows low to middle income

households to acquire insurance and align assistance to investment in fiscal resilience. Sea walls, nature based solutions are awarded reduced costs. Monetizes resilience through reduced flood insurance rates and continuous risk assessment modeling to better inform decision-making around risk reduction strategies.

Catastrophe Bond: Makes premium rate more affordable in at risk areas. Allows insurers to receive only if a previously specified event occurs such as an earthquake. They improve insurer capacity to underwrite fiscal climate risks that they would otherwise be unable to be able to afford and keep premium rates down.

Insurancercs investing in bonds that support resilience efforts (green bonds or municipal bonds). Example linked in the blue box on the Supporting Research slide.

Supporting Research

Health impacts from hurricanes is another example on the slide that may help the human health sector group. This is linked in the green box on the Supporting Research slide.

The bottom line: Insurers are looking for win-win situations and are collecting data to look at the impacts in the long run.

Conclude:

The primary goal is helping people. Actionable steps to achieve the goal: Design and fund innovative solutions, improve risk assessments to provide more insight for better planning and preparation before disasters occur, coordinate across federal and state agencies, for-profit organizations, and educate consumers to make more informed decisions.

Sec Kurtz: Would be interested in discussing more case studies. Also want to learn more about funding resilience projects.

V. Policy Development

2:40 - 2:55p

This time is set aside at every meeting to allow for discussion of policy recommendations that would help increase resiliency and adaptation across Maryland.

Action: Members discuss any policy items relevant to the working group

Materials: None

In future meetings, this time on each agenda will be used to not just provide policy recommendations to the ARWG, this will also be used as a space to engage with MCCC policy

VI. Public Comment, Wrap Up and Next Steps - Josh Kurtz (DNR)

3:50-4:00p

Secretary opened the meeting up for public comment and Ryland Taylor will record.

No virtual public comment, nor in-person

Next steps -

Next Meeting: August 30, 2023 2-4pm

Attendance (57 total):

15 in-person:

1. Allison Breitenother - MDOT
2. Catherine McCall -DNR-
3. Amanda Small -DNR-
4. Sarah Lane -DNR-
5. Kate McClure - UMDSGE
6. Dylan M. Taillie -DNR-
7. Christine Conn -DNR-
8. Erik Meyers - CAC
9. Kate Charbonneau - CAC
10. Kamil Williams -DNR-
11. Erik N. Fisher -DNR-
12. Kate M. Vogel -DNR-
13. Ryland Taylor - DNR
14. Secretary Josh Kurtz - DNR

43 Virtual:

15. John Papavasiliou -COMMERCE-
16. Spyridon Papadimas -DGS-
17. Anne Hairston-Strang -DNR-
18. Ari Engelberg -DNR-
19. Elliott T Campbell -DNR-
20. Emily Vainieri -DNR-
21. Jennifer Raulin -DNR-
22. Jillian E Mayer - DNR
23. Nicole Carlozo -DNR-
24. Robert Newton -DNR-
25. Sara Weglein - DNR
26. Sasha Land -DNR-
27. Tom Parham -DNR-
28. Brandy Espinola - UMD
29. Jennifer Gardner - National Insurance
30. Charles Glass - MES
31. Beth Groth
32. Ju-Ching Huang - UMD
33. Gabrielle Jones - UMD
34. John Kuriawa - NOAA
35. Alisha Mulkey -MDA-
36. Allison Brown -MDE-
37. Jim George -MDE-
38. Kim Pezza -MDE-
39. Luke Wisniewski -MDE-
40. Matthew Rowe -MDE-
41. Rifka Handelman -MDE-
42. Cliff Mitchell -MDH-
43. Alexander Borkowski -MDInsurance-
44. Joy Hatchette -MDInsurance-
45. Deborah Herr Cornwell -MDP-
46. Jason Dubow -MDP-
47. Jill Lemke -MDP-

48. Nell Ziehl -MDP-
49. Brandon Bowser -MEA-
50. Jared Deluccia -PSC-
51. Julie Reichert-Nguyen - NOAA
52. Stacy Schaefer -
53. Taryn Sudol - UMDSGE
54. Anne Klase
55. Deron Lovaas
56. Katie Lanzarotto
57. phone number? Area code 585