

## WQGIT Submersion Series Session 3:

### Technical Assistance and Capacity at the Local Level

#### Q&A / Chat

#### Jenn Fetter - Ag Conservation Presentation

**Q:** Consideration of salary to retain employees?

- **Jenn Fetter, PSU:** Salary is definitely an issue. We're looking at the non-salary benefits that can be provided and make professional development, growth opportunities and other benefits to provide incentives. Also we need permanency in positions, not grant funded temporary positions. Need to invest in the people that make these BMPs happen.
- **KC Filippino, HRPDC:** Definitely need to echo investing in sustainable, reliable funding for people!

**Kaylyn Gootman, EPA:** What are the top two things you are most excited about with the center over the next five years?

- **Jenn Fetter, PSU:** The staff we've brought on are fantastic and I'm excited about what they have to offer. Also getting big programs of the center up and running for anyone to participate.

#### KC Filippino - Local/Urban Presentation

**Kaylyn Gootman, EPA:** KC, do you have thoughts on how the CBP partnership could help with workforce development needs across the watershed?

- **KC Filippino, HRPDC:** Specifically, no. But the Local Government Advisory Committee (LGAC) report in the forum had recommendations. Some make sense, some need revisiting. Maybe state analysis of workforce development. Need more implementation of things like the Chesapeake Bay Landscape Professional (CBLP) training, and more reasons to train them. Promoting green infrastructure - we're good at that, but we don't have folks to implement the green infrastructure.
- **Katie Brownson, USFS:** Maybe bringing together workforce development programs together to coordinate and learn from one another.
- **Alana Hartman, WVDEP:** Could someone post the link to the LGAC report that KC just mentioned, perhaps?
- **Laura Cattell Noll, ACB:** Here is the LGAC report:  
[https://d18lev1ok5leia.cloudfront.net/chesapeakebay/2019\\_lg\\_forum\\_report.pdf](https://d18lev1ok5leia.cloudfront.net/chesapeakebay/2019_lg_forum_report.pdf)
- **Kristin Saunders, UMCES:** There is a goal team funded project looking at workforce training needs to support the goals and outcomes of the agreement and implementation at the local level.....it came out of the LGAC suggestion. We will have more information later this year. The idea is to match the needs with the workforce training programs out there, and see where gaps exist that we can hone in on and support. There is also a GIT funding project to identify the network of networks that currently exist. Will probably be more definitive later this calendar year.
- **Kristen Wolf, PADEP:** @Kristin Saunders, which GIT is working on these workforce projects and how are jurisdiction partners like the speakers today engaged in these projects?
- **Kristin Saunders, UMCES:** @Kristen Wolf I have to go back and check my notes but I think both of those projects are being managed out of the Stewardship goal team but the steering committee for both includes folks from across the program, including members of goal teams

who are in various jurisdictions. But let me run it down and get back to you with more information. Thanks for the question.

- **Ruth Cassilly, UMD:** One other recommendation from LGAC is circuit riders. Most jurisdictions have support for that. Funding for those programs is one way the bay program can support those efforts that are already ongoing.
- **Laura Cattell Noll, ACB:** Thanks for calling that out, Ruth! Here is LGAC's recommendation letter from 2023: <https://d18lev1ok5leia.cloudfront.net/chesapeakebay/documents/2023-LGAC-Recommendations-to-the-EC.pdf>
- **Jeremy Hanson, CRC:** For those who don't know the jargon, a "circuit rider" would be a person who travels around (rides a circuit) to provide assistance and expertise in our context.

**Katie Brownson, USFS:** @KC Filippino This survey is really interesting. This is maybe more of a question for the discussion segment, but is there an opportunity to clarify the potential co-benefits of some water quality restoration practices for climate change resilience to better speak to the concerns of stormwater managers?

- **KC Filippino, HRPDC:** Yes, but it differs state by state. Also, for VA, quantity and quality don't always match. We're working on it to try and match those better. The Modeling Workgroup and Urban Stormwater Workgroup have projects to address that. Also, the messages around certain BMPs - like trees, for example, if we message them according to climate benefits but then people are afraid of them because of storms. It varies. We're working on it.

### Katie Brownson & Beth Ginter: Forestry Presentation

**Dean Hively, USGS:** In DC there is abundant tree planting in the city, but often no agency or NGO is responsible for watering them after planting, so many of them don't make it. Follow-up with watering would be an important addition.

- **Beth Ginter, CCLC:** Thanks for raising that Dean. Yes, the lack of maintenance is really jarring and sad to see.
- **Caroline DiGiovanni:** <https://chesapeakeketrees.net/maryland-tree-stewards/>
- **KC Filippino, HRPDC:** Maintenance is one of the major drivers of choosing BMPs. Too much maintenance from a local government's perspective can be a deal breaker.
- **Katie Brownson, USFS:** The tree canopy roundtable just discussed funding local tree care professionals to ensure maintenance and success of the trees. Having dedicated funding for maintenance is important. There are also opportunities of voluntary stewardship for maintenance, but relying solely on them can be tricky. Dedicated staff capacity is important if possible.
- **Ruth Cassilly, UMD:** I know that for the Alliance in PA, when they implement a buffer they include maintenance for like 3-5 years as some incentive for the farmer.
- **Katie Brownson, USFS:** Right, a turnkey method. 3-5 years is when maintenance is most needed for the success of the tree.

**Liz Feinberg:** Sorta hypothetical - municipalities are getting funding to design and implement and getting pollution reduction plan credits etc., AND/BUT where are "we" with ensuring buffers are maintained to show that future credits are deserved...? Some municipalities have programs, train w CBLP, have budget but others....

- **Katie Brownson, USFS:** For the Chesapeake Bay Program, all practices have a credit expiration date so you have to reverify after 15 years to ensure the practice is still functioning as intended. The planting plans usually incorporate maintenance within those 15 years. Depends on the state and who is implementing the practice.

- **Beth Ginter, CCLC:** We do have a directory on our website so that govts and NGOs and others can connect with Level 1 certified pros. We will have a list of those who have completed the CBLP-Buffers and -Shorelines certificates coming on to the site shortly.
- **Beth Ginter, CCLC:** This is the Level 1 pros directory <https://certified.cblpro.org/> and if you don't find some one (everyone is busy!!!) please let us know. The Buffers and Shorelines lists will be up this week.

### Acronyms

ACB: Alliance for the Chesapeake Bay  
 BMP: Best Management Practice  
 CBP: Chesapeake Bay Program  
 CBLP: Chesapeake Bay Landscape Professional  
 CCLC: Chesapeake Conservation Landscape Council  
 CRC: Chesapeake Research Consortium  
 EPA: [United States] Environmental Protection Agency  
 GIT: Goal Implementation Team  
 HRPDC: Hampton Roads Planning District Commission  
 LGAC: Local Government Advisory Committee  
 NGO: Non-governmental Organization  
 PADEP: Pennsylvania Department of Environmental Protection  
 PSU: Pennsylvania State University  
 WVDEP: West Virginia Department of Environmental Protection  
 UMCES: University of Maryland Center for Environmental Science  
 UMD: University of Maryland  
 USFS: United States Forestry Service  
 USGS: United States Geological Survey