

An aerial photograph of the Dorchester County Courthouse and its waterfront location. The courthouse is a large, light-colored building with many windows, situated behind a green lawn. To the left is a multi-story brick building with a dark roof. In the foreground, a marina with several boats is visible, including a large white sailboat. The background is filled with dense green trees and a body of water under a clear sky.

FY 2023 ANNUAL REPORT

Dorchester County
501 Court Lane
Cambridge, MD 21613

COUNTY COUNCIL

PRESIDENT



District 4
George L. Pfeffer, Jr.

VICE PRESIDENT



District 5
Mike Detmer



District 1
Rob Kramer, Jr.



District 2
William V. Nichols



District 3
Ricky C. Travers

COUNCIL DIRECTORY

Dorchester County Office Building

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Cambridge, MD 21613

info@docogonet.com

(410) 228-1700

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443-477-4701

District #2

Councilman William V. Nichols

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District #3

Councilman Ricky Travers

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Jeff Powell

Interim County Manager

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message from the

COUNTY MANAGER

As the Interim County Manager for the second half of Fiscal Year 2023, I am grateful to work with the current Councilmen and staff to assist with making necessary changes to ensure the success of Dorchester County and the wellbeing of its citizens.

The department accomplishments, found within this report, speak volumes of the Directors' and employees' dedication to the County. Also, this report provides a brief summary of the County's FY23 budget and data on demographics. Newly added is a list of Proclamations that designated special observances, and Commendations to showcase stories of heroic men and women throughout the County. As a whole, the County continues to seek growth and development to provide the level of support and representation that is due.

A special thanks to those who volunteer within our community at local fire departments, animal rescues, boards, committees, etc. These folks deserve the highest of praise for committing themselves to this community.

Without further ado, I present the FY23 Annual Report.

Sincerely,



Jeff Powell
Interim County Manager

GOALS & PRIORITIES

- Provide effective and efficient government;
- Adhere to the Charter of Dorchester County;
- Manage all resources throughout Dorchester County;
- Welcome visitors to the County and showcase our heritage;
- Make Dorchester County a desired place to live and work;
- Maintain service levels and seek ongoing efficiencies;
- Appropriately plan for the needs of constituents; and,
- Protect natural and historic resources.

COUNTY HISTORY

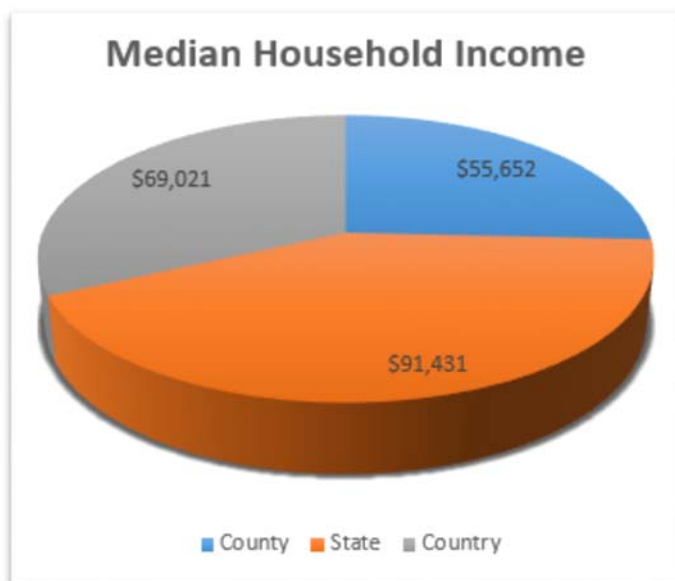
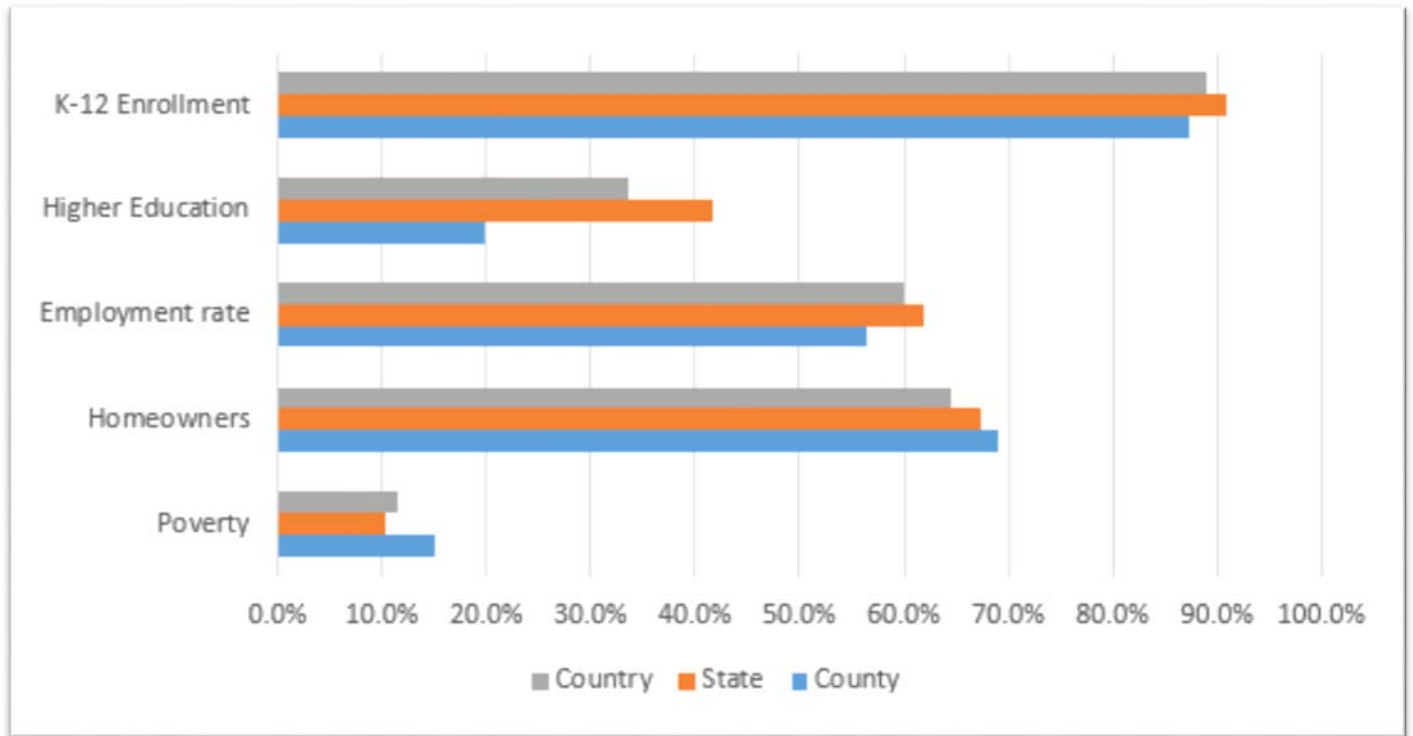
Home of Harriet Tubman, Underground Railroad conductor, who led dozens of enslaved people to freedom and Anna Ella Carroll, who assisted President Abraham Lincoln in the Civil War.

Also home to seven prior Governors for the State of Maryland: John Henry; Charles Goldsborough; Thomas King Carroll; Thomas Holiday Hicks; Henry Lloyd; Emerson C. Harrington; Phillips Lee Goldsborough.

The County Seal was designed by Andrew Tolley and adopted by the County Commissioners in 1967. It depicts a waterman holding a pair of oyster tongs and a crab pot facing a farmer holding a cornstalk and pitchfork with the popular "blue crab" at the top. The center shield is divided to show county interests: sailing, religious heritage, industry and shorelines. The background is a map of the County surrounded by blue water. On the small banner under the shield is written in Latin "Populus prope deum habitans" or "people living under the care of God". The gold banded border is imprinted with the County's name and 1669, the year the County became a unit of government.



DEMOGRAPHICS



Population	
Dorchester	32,726
Maryland	6,164,660
USA	333,287,557
Employee Establishments	
Dorchester	658
Maryland	141,217
USA	8,148,606
Housing Units	
Dorchester	16,383
Maryland	2,530,844
USA	143,786,655

Source: census.gov

COUNTY BUDGET

Per the County Charter, the Council is required to adopt a balanced budget no later than May 31st of each year. The County 's fiscal year is July 1st through June 30th.

In addition to funding County government services, the Council provided funding to the Board of Education and Chesapeake College.

29% of General Fund Operating Budget is devoted to education. Below is a list of public schools within the County.

The Dorchester County Board of Education has 4,467 students enrolled within 12 County schools.

1 – PreK-8 School

6 – Elementary Schools

2 – Middle Schools

2 – High Schools

1 – Career & Technology Center

*Full-day PreK at each elementary school

*Alternative & special programs offered

*Duel Enrollment with Chesapeake College and University of Maryland Eastern Shore

GRANT ACTIVITY

The adopted FY 2023 grant budget totaled \$3,143,185 which included funds for the following programs:

- **Circuit Court**
 - Family Services
 - Truancy Reduction
- **Sheriff's Office**
 - Governs Office of Crime Control & Prevention Sex Offender Grant
- **Moving Dorchester Forward, Inc. (formerly Local Management Board)**
 - Governor's Office for Children
 - Healthy Families
 - School Based Wellness
 - MCIN/Safe Streets
 - Adventure Diversion
 - Juvenile Drug Court
- **Other Health & Social Services**
 - Transportation
- **Tourism**
 - IRONMAN Triathlon
 - Maryland Heritage Areas Authority (MHAA) Operating Grant
 - MHAA Mini Grant
 - MHAA Public Art
 - Maryland Office of Tourism Development Marketing Grant

BUDGET BRIEF

SUMMARY-FY2023

Operating Budget	\$ 75,736,404
Capital Budget	\$ 16,706,267
Grant Budget	\$ 3,143,185
Total County Budget	\$ 95,585,856

OPERATING BUDGET BY FUND

General Government	\$ 5,530,484
Public Safety	\$ 16,839,487
Social Services	\$ 214,051
Public Works	\$ 4,368,824
Miscellaneous	\$ 14,093,845
Recreation and Parks	\$ 669,608
Natural Resources	\$ 362,864
Economic Development	\$ 827,887
Debt Service	\$ 4,038,323
Education	\$ 22,140,130
Health	\$ 1,168,132
Special Revenue Funds	
Transfer Tax	\$ 914,824
Eastern Shore Innovation Center Fund	\$ 157,519
Enterprise Funds	
Airport	\$ 732,654
Landfill	\$ 3,393,232
Fiduciary-OPEB Trust	\$ 300,000

BUDGET BRIEF

(continued)

County Bond Rating	
Moody's	Aa3
Standard & Poor's	A+
Real Property Tax Rate-FY2023	\$1.00
Real Property Tax Revenue- FY2023	\$29,962,237
Homestead Property Tax Credit % Allowed	5%
Local Income Tax Rate	3.20%
Local Income Tax Revenue	\$18,855,625
Recordation Tax Rate (on each \$500 of value of transaction)	\$5.00
Recordation Tax Revenue	\$2,100,000
Transfer Tax Rate (% of total transaction value)	.75%
Transfer Tax Revenue	\$2,144,824
Hotel Tax	5%
Hotel Tax Revenue	\$542,035.87

Source: Budget & Finance Department

*Figures may change after audit is conducted

**Hotel tax shared with municipalities where establishment located

LEGISLATION

In Fiscal Year 2023 the Dorchester County Council adopted the following legislation pertaining to local government:

- Set requirement for the Ethics Commission to meet annually.
- Abandoned Mowbray Creek Road, a public county road situate in the First Election District of Dorchester County, Maryland.
- Amended Chapter 85 – Emergency Telephone Charge, § 85-1 of the Dorchester County Code by increasing the 911 fee for Dorchester County, Maryland to \$1.50 per month.
- Adopted the Fiscal Year 2023-2024 Annual Budget and Appropriation Ordinance of Dorchester County.
- Amended the Official Critical Area Map of Dorchester County to change the Critical Area designation of a portion of a 7.66 acre parcel of land owned by David W. Nickerson, Trustee of the David W. Nickerson Revocable Trust, located at 6305 Suicide Bridge Road, Hurlock, Maryland and shown on Tax Map 12 as Parcel 16 from Resource Conservation Area (“RCA”) to Limited Development Area (“LDA”) pursuant to § 68-12 of the Dorchester County Code.
- Established a tax credit against County property tax imposed on real property owned by qualifying members of bona fide Dorchester County Volunteer Fire Companies, subject to certain conditions, and providing for the amount thereof, eligibility therefor, and procedures for applying and processing requests therefor.
- Amended the official Critical Area Map of Dorchester County to change the critical area designation of a portion of a 4.45 acre parcel of land owned by Suicide Bridge Restaurant, Inc. located at 6304 Suicide Bridge Road, Hurlock, Maryland and shown on Tax Map 12 as Parcel 24 from Limited Development Area (“LDA”) to Intensely Developed Area (“IDA”) pursuant to § 68-12 of the Dorchester County Code.

LEGISLATION

(continued)

In Fiscal Year 2023 the Dorchester County Council adopted the following legislation pertaining to local government:

- Amended the Official Zoning Map of Dorchester County regarding a portion of a 7.66 acre parcel of land owned by David W. Nickerson, Trustee of the David W. Nickerson Revocable Trust and shown on Tax Map 12 as Parcel 16, Case Number 23-001.
- Established a Police Accountability Board and an Administrative Charging Committee; setting forth the qualifications for members and method of appointment; providing for a process to receive certain complaints alleging police misconduct; setting forth the duties of the board; defining certain terms; providing for the staggering of initial appointments to the board; providing for the application of this act; and generally relating to police accountability in Dorchester County, Maryland.
- Repealed Section 63-5(l) of Chapter 63, entitled, “Burial Sites Preservation” of the Dorchester County Code providing for the repeal of the duty and power of the Burial Sites Preservation Board to review and provide assessment and comment to the Dorchester County Department of Planning and Zoning on the establishment of burial site area boundaries for recordation of approved boundaries in the Land Records of Dorchester County, as appropriate, and to repeal and reenact section 63-5(m) of Chapter 63 and Section 63-5(l) of Chapter 63 of the Dorchester County Code.
- Repealed and reenacted Section 144-37 to Chapter 144, entitled Taxation, Article X, entitled, “Building Excise Tax” to the Dorchester County Code to provide that the building excise tax is suspended for a period of one year commencing on July 1, 2022 and ending on June 30, 2023 and to provide that the building excise tax does not apply to building permits filed between July 1, 2022 and June 30, 2023.

LEGISLATION

(continued)

- Entrusted local jurisdictions with land use planning authority to guide growth and development, and pursuant to an Act of the County Council of Dorchester County, Maryland to amend Chapter 155 attachment 1, entitled, “Table of Permitted uses by Zoning District Dorchester County, Maryland”, of Chapter 155 entitled, “zoning” of the Dorchester County Code to add a new use category entitled, “Institutional Community and Cultural Facilities”, providing that community and cultural facilities, including use as an assembly to the general public, are permitted in the AC-RCA; Agricultural Conservation-Resource Conservation Area, subject to certain requirements.
- Entrusted local jurisdictions with land use planning authority to guide growth and development and acting pursuant to Title 27, Critical Area Commission for the Chesapeake and Atlantic Coastal Bays, Subtitle 01, criteria for local critical area program development, of the Code of Maryland Regulations (COMAR) and acting pursuant to Section 8-1808 of the Natural Resources Article, program development for the Chesapeake Bay critical area to add new Section 68-8f(10) to Chapter 68 of the Dorchester County code entitled, “Chesapeake Bay Critical Area”, providing that community and cultural facilities, including use as an assembly to the general public, and as restricted in the table of permitted uses by zoning district in Section 155-34(b)(1), attachment 1, of Chapter 155 of the Dorchester County Code, are permitted.

RESOLUTIONS

In Fiscal Year 2023 the Dorchester County Council adopted the following resolutions pertaining to local government:

- Filled a Board of Education District 5 vacancy.
- Amended the County's FY24) Schedule of Fees.
- Amended the County's 911 fees.
- Consented to the Maryland Department of Commerce recertifying the City of Cambridge Enterprise Zone within the City of Cambridge, Dorchester County, Maryland and jointly applying with the City of Cambridge for the same.
- Approved a Payment in Lieu of Taxes Agreement (PILOT) and agreed to a PILOT Revenue Allocation with the Commissioners of Cambridge. (Mustang One Solar)
- Approved a Payment in Lieu of Taxes Agreement and agreed to a PILOT Revenue Allocation with the Commissioners of Cambridge. (Egypt Road Solar)
- Adopted the 2022 Dorchester County All-Hazard Mitigation Plan as the County's
- Amended Resolution No. 499 and Resolution No. 581 to change the amount of the Landfill Tipping Fee Credit for municipalities and communities.

AIRPORT

- Oversaw the completion of a new wildlife fence consisting of 7,400' of chain-link galvanized fencing w/ barbed wire extending from the NE corner south along the tree line to Cordtown Road and the termination of the auto salvage entrance.
- Completed the Airport Runway 16-34 Pavement Management Plan project.
- Change in aviation fuel suppliers resulted in an estimated annual savings of \$7,500.
- Assisted in the formation of the Maryland Aviation Council and sat on the Executive Board as Secretary.
- Represented Dorchester County during the MAC-sponsored "Aviation Day in Annapolis" providing an opportunity to meet with the Maryland legislature and discussed the importance of aviation within the state and the current and future needs to sustain and grow aviation interests.



AIRPORT

(continued)

- Received grant funding to pay for 70% of the upgrades and repairs to the Airport Fuel Farm to meet current Federal Aviation Administration and Air Transport Association of America standards.
- Oversaw the expansion of the electrical services to increase the South Hangar's functionality for power tools required for aircraft maintenance and repair activities.
- Oversaw the addition of a remote monitoring panel for the Airport Terminal backup generator.
- Organized and oversaw "Young Eagles Day" in conjunction with EAA Chapter 478, which provided 37 youth participants, from 8-17 years old, an opportunity for a free first flight experience with the hopes of inspiring an interest in pursuing aviation as a career.



COUNCIL'S OFFICE

- Assisted with the completion of the FY24 County budget.
- Launched Dorchester County social media pages (Facebook & LinkedIn).
- Coordinated County Council meetings, public hearings and legislative sessions.
- Provided aid to Council to pursue legislative bills to alter specific codes pertaining to Dorchester County.
- Communicated between Council, departments and agencies of local, State and Federal government.
- Maintained records of meetings, contracts, leases, Council appointed boards and committees, etc.
- Prepared Commendations, Proclamations and other documents.
- Assisted with the relocation and organization of the Human Resources Department.



CORRECTIONS

- The State Compliance Audit was completed in April 2023, with the Department of Corrections receiving a 100% compliance rating on the first attempt.
- The facility was refurbished with new flooring and paint.
- Security enhancements with the addition of 12 new cameras throughout the building.
- Hired six new Correctional Officers.
- Replaced and obtained new ballistic vests for all of the officer's that are weapons qualified.
- Started the Medication Assisted Treatment (MAT) program.
- A new Health Department Nurse Assistance program was established which will assist with the MAT Program.



ECONOMIC DEVELOPMENT

- 12 monthly newsletters highlighting businesses, business initiatives, community and workforce development were distributed.
- 48 page Dorchester County magazine, “Profile of a County on the Move” was created and published and mailed to over 2,500 residents throughout the County and potential businesses for attraction purposes.
- Participated in several speaking engagements/presentations to include Winter MACo Conference, Southern Delmarva Economic Forecast, Rotary, and the WMU Magazine Event.
- Two Business Sentiment Surveys were distributed along with results.
- Worked with the Public Works Department to secure funding for the paving of Woods Road.
- Class B CDL Program started in Cambridge through Chesapeake College.
- Infrastructure projects were started at Cambridge Harbor.
- Basic Business class for local entrepreneurs was held.
- Worked with other Economic Developers on the Shore, Eastern Shore Regional GIS Cooperative, Beacon and the State on three manufacturing dashboards.
- Co-work membership increased at Eastern Shore Innovation Center (ESIC).
- Complimentary Day Passes were created with a marketing QR Code.
- Hosted Business Basics for Kids event & tour at ESIC.
- Sponsored and attended East Coast casting call for Shark Tank.
- Worked with prospective businesses.
- Celebrated “National Small Business Week” with a small business expo, Finance panel and a Veterans Certification presentation and business visits with the Small Business Administration.

ECONOMIC DEVELOPMENT

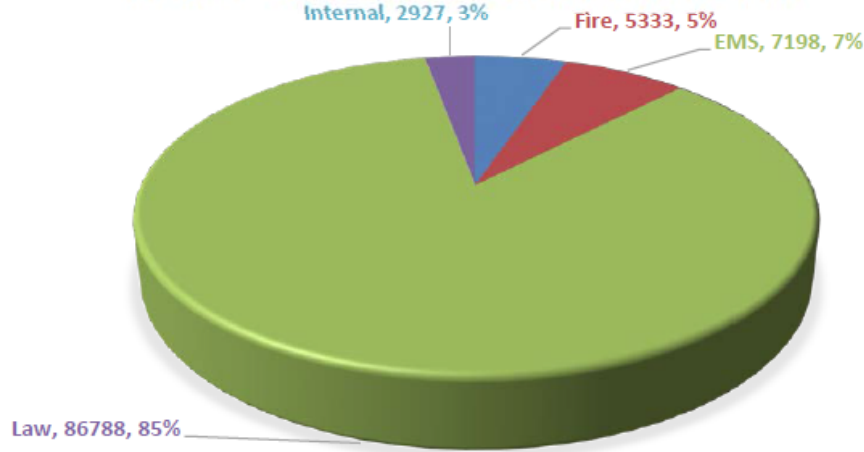
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- Hosted Maryland Economic Development Association Young Leaders, Cambridge Waterfront Development Inc. and Secretary Jake Day.
- Reporting and tracking the Rural Economic Development Funds
- Attended the Regional Manufacturing Institute 2022 Champions of MD with a local manufacturer.
- Received an award for ESIC from the Baltimore Business Journal.
- Created and implemented a new marketing YouTube video series with Dorchester County Tourism to further economic growth and retention, fun facts and trivia that encourage visits to the County and the love of local authentic life in Dorchester.
- Actively marketed for the lots at the Technology Park.
- Provided technical assistance for local businesses.



EMERGENCY SERVICES

FY 2022-2023 CALLS FOR SERVICE BY TYPE



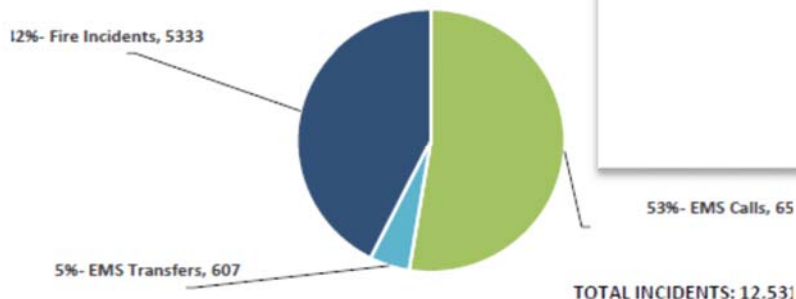
FY 22-23 Incoming Calls by Group Type

Incoming Calls	DSO Lines	CPD Lines	Fire Lines	911 Lines	Total
FY 22-23	17,177	35,323	30,182	23,473	106,155
Avg Per Month	1431.4	2943.6	2515.2	1956.1	8846.3
Avg Per Week	330.3	679.3	580.4	451.4	2041.4
Avg Per Day	47.1	96.8	82.7	64.3	290.8
Avg Per Hour	2.0	4.0	3.4	2.7	12.1

FY 22-23 Non-emergency Calls



FIRE/EMS CAD INCIDENTS



EMERGENCY SERVICES

(continued)

Emergency Medical Services

- Implemented Backline—Real-time Medication History Data On-Scene.
- Narcotic's Module went live.
- In order to be independently operate in our jurisdiction several career and volunteer Emergency Medical Services Clinicians were trained.
- Trainings held:
 - Employee onboarding
 - Emergency Medical Technician (EMT) Recertification Classes
 - Crisis Response Team and Paramedic Recertification Classes
 - Butterfly Ultrasound Unit
 - Power Load
 - Bariatric
 - IV Tech Training for EMTs
 - CPR, Advanced Cardiac Life Support and Pediatric Advanced Life Support
 - NIMS ICS-300 and 400
 - Emergency Vehicle Operator Course and intradepartmental DOT Drivers Training
 - DEMSAC Trainings
 - Cadaver Lab-Advanced Airway Training and several in house trainings for recertification and coned credit
- Extrication gear and PAT Tags issued to EMS personnel.
- Worked on reinstating the AED and Child Safety Seat programs.



COMMUNICATIONS DIVISION

- Obtained \$40k reimbursement from the Maryland 911 Board for telephone costs.
- Hired two part-time certified, one full-time certified and four non-certified trainees.
- Created and implemented formal training program for new hires.
- Employee onboarding, CAD, APCO and NENA.
- Reinstated the required Quality Assurance Program.
- Provided information regarding 911 fee increases, generating \$115,000+/- in revenue.
- Obtained funding from the 911 Board for the initial required training for all newly hired Emergency Communication Specialists (ECS).
- Created a policy and trained all staff on 988 Suicide & crisis Lifeline transfer implementation.
- Updated a tower lighting system at Smithville.
- Sent two ECS to the International Academy of Emergency Dispatch conference.
- Sent two ECS to the Spillman CAD conference.
- Motorola Flex CAD training.



COMMUNICATIONS DIVISION

(continued)

- Installed an UPS backup for the 911 Center.
- Standard Operating Guidelines and protocol were updated.
- Serviced UPS systems and generators at the main 911 Center and all tower sites.
- Migrated to the AT&T ESInet Next Generation 911 system.
- Purchased Aeroflex service monitor to support countywide radio maintenance.
- Received GIS support services for special critical project preparing, updating, and validating for the NG911 transition.
- Provided staffing and support operations for IRONMAN/Eagleman Command Post.
- Upgraded interfaces on 911 logging recorder to support NG911.
- Replaced out-of-date failing Door Controller System for the public safety building.
- Created an open dialog with Volunteer Fire Companies to address their concerns.
- Received \$373,501.52 from the Maryland 911 Board for 911 call taking related projects.

2022-2023 911 Line Average Time to Answer: 8 Seconds

2022-2023 Average times for Fire/EMS Emergency Calls for Service



Receipt of 911 call to Dispatch 2 minutes 42 seconds

Dispatch to En Route 2 minutes 41 seconds

En Route to On-scene 7 minutes 5 seconds



EMERGENCY MANAGEMENT

- Hazard Mitigation Plan update.
- Applied and received an American Rescue Plan Act grant for County's Continuity of Operations Plan update.
- Attended Federal Emergency Management Agency (FEMA) Region 3 Senior Leader TTX for Hurricane Response.
- Completed FEMA approval and County Adoption of Hazard Mitigation Plan and Flood Mitigation Plan.
- Successfully completed the 2022 CALVEX exercise.
- Commanded and controlled for several events, including Eagleman 2023 and IRONMAN 2022.
- Coordinated a FEMA grant-funded elevation project.
- Assisted other departments with emergency preparedness related projects.

FINANCE & TREASURY

- Coordinated thorough data exchange with independent certified governmental audit firm.
- Worked with the Council and Directors to maintain, enhance, and monitor the Budget.
- Lead the County's grant platform by providing required reporting data, oversight, and application assistance to County Department Heads.
- Processed and provided required maintenance needed to ensure County payroll is completed timely and accurately.
- Prepare required forms to promptly pay all payroll liabilities.
- Provided assistance daily to client walk-in services and web based property tax collection of over \$29 million annually.
- Daily processing of vendor payments utilizing an annual budget over \$95 million.
- 95% of vendors are paid within ten business days of Finance receiving the invoice for processing.
- Evaluated open positions and revised job descriptions for efficient recruitment efforts.
- Implemented cross-training employees to enhance customer service and job satisfaction.
- Monitored internal call options to provide excellent customer service.
- Donated surplus cell phones to Help Soldiers Call Home.
- Hired local Certified Public Accountant to serve as County Finance Director.

HUMAN RESOURCES

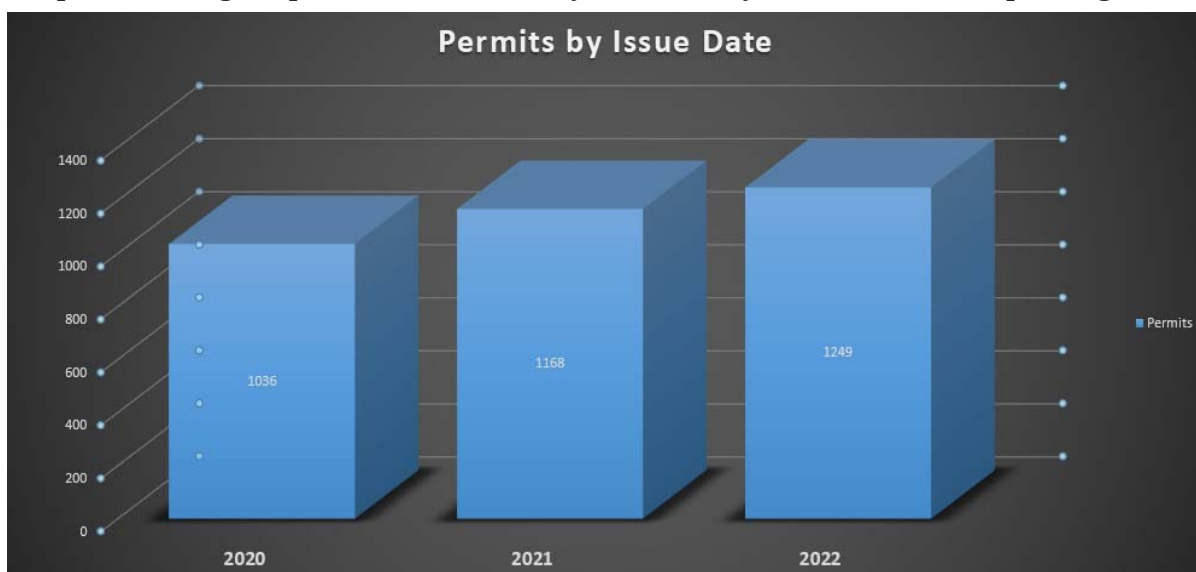
- Hired new Human Resources Director.
- Expanded Department to include two additional employees.
- Presented employees with information on State Retirement System benefits.
- Worked with the Health Insurance Broker to negotiate rates, provide information to employees, answer questions, enroll active/retired employees, assist with billing issues and manage the Wellness program.
 - Premiums remain the same for the eleventh year in a row.
 - Provided support to employees and retirees regarding insurance related issues such as billing problems.
- Offered third-party benefits to employees (AFLAC, VALIC & Nationwide) that they may participate in, at employee's cost.
- Sent unemployment information to the State of Maryland Unemployment Office and appeared at hearings, if necessary.
- Assisted the Department Heads with growing their departments by providing support to advertise for vacancies, interview applicants and meet with new hires.
- Reviewed all open Workers Compensation claims with Chesapeake Employers Insurance Company to determine resolution.
- Held luncheon to recognize staff during Public Service Recognition Week.

INFORMATION TECHNOLOGY

- Maintained technical support for County employees.
- Launched public Wi-Fi in the County Office Building.
- Installed new cell booster at Technology Park.
- Configured credit card machines at Landfill.
- Bond review video was set-up in Sheriff's Office.
- Installed new computers for the Department of Correction.
- Staff was trained on Spillman CAD.
- New Endpoint security installed.
- Upgraded phone system from copper to digital.
- Installed new Cisco core switches for redundancy.
- Audvik monitoring systems were set up on the network for alerting.
- Zoom and Owl systems were installed for meetings.
- Upgraded medical server at the Department of Corrections.
- Installed and configured new Xerox machines on desktops.
- Upgraded new VINES server for the Department of Corrections.
- Repaired, upgraded and configured the video camera system at County Office Building.
- Helped several outside agencies gain secure access to the network for auditing.
- Upgraded back-up 911 computers.
- Point of Sale equipment was set up at the County pool, Airport and Recreation & Parks.
- Purchased 120 iPads for Fire and EMS for Active 911.
- Purchased, setup and configured a licensed reader for medical history.

PLANNING & ZONING

- Updated legislation for electrical contractors to reflect new State licensing requirements.
- Began a work program with the Board of Education's "Next Generation Scholars" allowing students to work in the department accruing service hours to prepare them for the workforce after graduating.
- Maintained a category "6" rating with FEMA's Floodplain Management, affording County residents a 20% discount on flood insurance.
- Completed the Hurst Creek Shoreline Construction, a resiliency project through Restoration Initiative with the Department of Natural Resources.
- Issued a total of 1,249 permits which represents an increase of 6.5% from 2021 and an increase of 18% from 2020.
- Assisted with the final GIS needs for the 2022 LPPRP (Land Preservation Parks and Recreation Plan.)
- Hired a GIS (Geographic Information Specialist) Intern from Salisbury University for a summer work program which allowed staff to integrate important zoning and permit information onto the County's GIS layers.
- Recommended thirteen (13) agricultural parcels to be part of the State of Maryland's MALPF (Maryland Agricultural Land Preservation Foundation) Easement Program, with each parcel being inspected and critically detailed by staff for state reporting.



RECREATION & PARKS

- Hired new Recreation and Parks Director.
- Replaced practice soccer goals.
- Upgraded the security system at the Recreation Center.
- Renovation of Recreation Center continued through Program Open Space.
- Renovation of the County pool continued.
- New multi-purpose athletic flooring, two sets of ceiling mounted basketball hoops, two sets of court divider curtains, two sets of volleyball equipment, and two sets of tennis equipment were installed at the Recreation Center.
- Renovations to the pool were completed in May which included refinishing the plaster of the pool surface, removal of old coping and replacement of new coping, replacing tile for seven racing lanes and fourteen wall targets, and replacement of twenty-seven cracked skimmers.

Fall 2023 Activities

- Youth Outdoor Soccer League
 - Junior Division-8-10 years old, six teams-71 participants
 - Senior Division-11-14 years old, five teams-74 participants
- Adult Drop-in Outdoor Soccer (5-week program)
 - 30 participants



RECREATION & PARKS

(continued)

Winter 2023 Activities

- Big and Little Basketball
 - Ages 4-5 years old (5-week program)
 - > 8 participants
 - Ages 6-7 years old (5-week program)
 - > 10 participants
- Dorchester County Indoor Soccer Clinic
 - Ages 4-5 years old (5-week program)
 - > 13 participants
 - Ages 6-7 years old (5-week program)
 - > 13 participants
- Indoor Boys and Girls Youth Futsal Soccer League
 - Junior Division-8-10 years old, four teams
 - > 40 participants
- Indoor Boys and Girls Youth Futsal Soccer Clinic
 - Ages 11-14 years old (6 week-program)
 - > 15 participants
- Square Dancing for Seniors
 - 12 participants
- Herschel Johnson Youth Basketball League
(Partnered with Police Athletic League)
 - Junior Division-8-11 years old, seven teams
 - > 98 participants
 - Senior Division-12-14 years old, four teams
 - > 44 participants



RECREATION & PARKS

(continued)

Spring 2023 Activities

- Tee Ball League (Ages 4-6)
 - Two teams
 - > 26 participants
- Outdoor Soccer Clinics
 - Ages 5-7 years old (5-week program)
 - > 13 participants
 - Ages 8-12 years old (5-week program)
 - > 20 participants
- Youth Tennis-North Dorchester High School Tennis Courts
 - Ages 4-8 years old (5-week program)
 - > 18 participants
 - Ages 9 years old and up (5-week program)
 - > 15 participants

Summer 2023 Activities

- Pool Season-June 17th, 2023 to August 20th, 2023
- Attendees-9,521
- Special groups-1,110 clients and 276 respective staff members
- Pool Parties-14
- Hosted and partnered with the Cambridge Police Department in providing a successful community event (National Night Out)
- Successful season renting the pool to local Shorefins Swim Team for practices and meets
- Swim Lessons for ages 5 and up and adults
 - June-12 participants
 - July-5 participants



PUBLIC WORKS

Highway

- Performed routine maintenance at County marine facilities.
- Maintained County roads including blacktopping, road signage, ditching, bushing, roadside mowing, bridge maintenance and operation of a maintenance/repair shop.
- Contracted with Marshall Property Management to mow County facilities and properties acquired by the County through the tax sale process.
- Continued maintenance on the Hooper's Island Causeway.
- Road improvements completed, such as, grading dirt roads, tar and chip and hot mixed road surfaces.
- Completed several infrastructure bridge projects.
- Assisted other departments with equipment maintenance as needed.
- Maintained Work Order System of complaints and work requests and completed/closed 587 work orders
- Purchased two new Dump Trucks, a Tractor Mower and Wheel Loader.
- Assisted with Harriet Tubman Statue project at Courthouse.
- Completed several projects at the County Office Building, including restroom renovations and carpet replacement.
- Completed roofing projects at Courthouse and Highway Department.

Engineering

- Performed routine grading permit, storm water management and subdivision road construction inspections.
- Prepaid State Aid paving projects.
- Received Council's concurrence to place a dumpster at each of the County owned marine facilities for the FY23 season.
- Contracted with Harman's Septic Care, Inc. for the placement of portable toilets at the County's marine facilities for six months during the 2023 season, which cost is reimbursable through a Department of Natural Resources Waterway Improvement Fund Grant.

PUBLIC WORKS

(continued)

- Managed expenditures of Maryland Department of Natural Resources Waterway Improvement Fund Grant to include countywide maintenance and sanitary services at County marine facilities.
- Repairs were made to Smithville, Crocheron, and Hoopersville Boat Ramps.

Landfill

- Continued working with Geosyntec on new landfill cell project.
- Continued with Republic Services to improve Dorchester County's recycling program.
- Held an Agriculture Tire Amnesty event.
- Purchased compactor for Golden Hill Transfer Station.
- Purchased dozers.
- Ongoing landfill brush grinding projects were performed.
- Purchased litter fence for Landfill.

Maintenance

- Continued Recycling Program for County Offices and the Circuit Courthouse
- Maintained approximately 111,171 square feet of office space, including custodial services.



SOIL CONSERVATION

- Prepared 88 Conservation Plans on 8,372.5 acres.
- Cover crop sign-up consisted of 89 applicants for 48,772.95 acres.
- 74 Best Management Practices were installed by 51 farmers on 2,872.7 acres:
 - Riparian Herbaceous Cover – 312.5 acres;
 - Residue and Tillage Management – 863.3 acres;
 - Riparian Forest Buffer – 3.2 acres;
 - Fence – 1,633.0 ft;
 - Livestock Pipeline – 120 ft., Conservation Crop Rotation – 1,681.4 acres; Shallow Water Development – 4.1 acres;
 - Amendments for Treatment of Ag – 1,118.6 animal units;
 - Watering Facility – 1, Upland Wildlife Habitat Management – 1.5 acres;
 - Wetland Restoration – 2.9 acres;
 - Wetland Creation – 4.2 acres;
 - Grass Buffer on Watercourse – 5,700 ft., and,
 - Forest Buffer on Watercourse – 784 ft.
- Assisted poultry integrators, contractors, landowners and farmers to ensure that they
- follow Maryland Department of the Environment and State regulations. Prepared 1
- Comprehensive Nutrient Management Plan (CNMP) for integrators.
- Reviewed 107 Sediment and Erosion Control Plans:
 - Standard Plans- 53 on 21.6 acres;
 - Forestry Plans - 14 on 971.3 acres;
 - Engineered Plans – 32 on 252.98 acres; and,
 - Shoreline Plans – 8 on 2.18 acres.

TOURISM

- VISITDORCHESER.ORG had 263,218 new visitors and 265,808 returning users.
- Updated travel itineraries to inspire travel to Dorchester County with a focus on the 55+ age group, our most frequent guests.
- Blackwater National Wildlife Refuge was the number one most visited site, with 201,114 visitors.
- The Harriet Tubman Underground Railroad State Park and Visitor Center in Church Creek was second, at 43,000 visitors.
- The Dorchester County Visitor's Center welcomed 18,004 visitors.
- Expanded advertising to include CTV in NE Market –PA, NJ, NY and Virginia Beach, Norfolk, Auburn and Canada.
- Top States/Area visited: MD, PA, VA, NY, Washington DC and NJ.
- Hosted travel writers from Canada, representing Canada Travel Magazine, Canadian Travel Podcast and Montreal Magazine.
- Top days for travelers to the County were Tuesday, Wednesday and Thursday.
- Targeted TV commercials to reflect the County's history and maritime.
- Partnered with a local Eastern Shore musician Jimmy Charles on a TV/Audio campaign and secured the rights to his popular song, "It's a Maryland Thing".



TOURISM

(continued)

- Top performing YouTube Campaigns:
 - 1) Jimmy Charles 15 sec- 556,815 impressions and 35.5% view average
 - 2) Jimmy Charles 30 sec- 176,636 impressions and 34.47% view rate
 - 3) Dorchester County Walking Tours- 425,417 impressions and 29.4 % view rate
- Top Performing Social Campaigns:
 - 1) Open for Getaways- 3,451,075 impressions and 79,066 site visitors
 - 2) Open for Summer- 1,362,482 impressions and 12,479 site visitors
 - 3) Open for History Harriet Tubman- 441,252 impressions and 4,826 site visitors
- Top Performing Google Ad Campaign:
 - Open for Nature Lovers- 1,908,893 impressions and 12,930 site visitors
- Top Performing Programmatic Display Ad:
 - Find your Way to Dorchester County in May 2023- 233,001 impressions
- Changed the Facebook name to *I Love Dorchester Heritage and Tourism*
- Worked with Economic Development on the video series “Do you Know Dorchester”
- Facebook overall stats:
 - 3.45 million impressions
 - 79.07 thousand clicks to events
 - 29.61 thousand link clicks to visitdorchester.org
- Ravens Football Fans Campaigns:
 - 390,725 weekly listeners from radio show
 - 1,517,136 impressions from digital campaign
- Baltimore Game Day Radio Campaign:
 - 156,644 average listeners on a weekly basis



TOURISM

(continued)

- Expanded advertising to large cities and towns within a 4-6 hour drive.
- Welcomed two new hires in fall of 2022 and one new colleague in 2023.
- The Heritage Area saw the return of Julie Gilberto Brandy in a consultant role.
- Director of Tourism assumed all full-time duties of Area Heritage Manager as well as Tourism Director responsibilities.
- Continued to support Heritage stakeholders and assist local heritage sites with mini grant applications and recognition and promotion of events for travelers.
- Heritage Area received \$225,000 in grants.
- Ended the year saving over \$11,000 in hourly payroll.



DEPARTMENT DIRECTORY

911 Communications Division

Sheriff James W. Phillips, Jr.
829 Fieldcrest Rd
Cambridge, MD 21613
410-228-2222

Airport

Steve Nuwer, Director
5263 Bucktown Road
Cambridge, MD 21613
410-228-4571

Department of Corrections

Kenneth Rodgers, Director
829 Fieldcrest Rd
Cambridge, MD 21613
410-228-8101

County Council's Office

Jeff Powell, Interim County Manager
501 Court Lane, Room 108
Cambridge, MD 21613
410-228-1700

Economic Development

Susan Banks, Director
104 Tech Park Drive
Cambridge, MD 21613
410-228-0155

Emergency Services

829 Fieldcrest Rd
Cambridge, MD 21613
410-228-1818

Finance

Karen Tolley, Director
501 Court Lane, Room 102
Cambridge, MD 21613
410-228-7291

Human Resources

Kristin Budd, Director
501 Court Lane, Room 103
Cambridge, MD 21613
410-901-2406

Planning & Zoning

Susan Banks, Director
501 Court Lane, Room 107
Cambridge, MD 21613
410-228-3234

Public Works

Dave Edwards, Director
5435 Handley Road
Cambridge, MD 21613
410-228-2920

Recreation & Parks

Duc Trieu, Director
515 Leonards Lane
Cambridge, MD 21613
410-228-5578

Soil Conservation

Karen Houtman, District Manager
204 Cedar Street, Suite 100
Cambridge, MD 21613
410-228-5640

Information Technology

Donald Keyes, Director
501 Court Lane, Room 205
Cambridge, MD 21613
410-228-6391

Tourism

Holly Gilpin, Director
2 Rose Hill Place
Cambridge, MD 21613
410-228-1000

PROCLAMATIONS

2022

October

- Suicide Prevention Month

November

- White Cane Awareness Day
- Native American Heritage Month
- Homeless Youth Awareness Month

2023

January

- Human Trafficking Prevention Month
- Mentoring Month

February

- National Outdoor Show Month

March

- Endometriosis Awareness Month
- March for Meals Month

April

- Public Health Week
- Public Safety Tele communicators Week

May

- Motorcycle Safety Awareness Month
- Sexual Assault Awareness Month
- Building Safety Month
- Correctional Officers Week
- Police Week
- Safe Boating Week

COMMENDATIONS

Council presented the following Commendations:

- Irene Gibbs congratulating and commending her for 32 years of service upon retirement;
- Trevor Geer for obtaining a Wreaths Across America Learn Award;
- Nause-Waiwash Band of Indians, Inc. for the 30th Anniversary of its Annual Native American Festival;
- Nancy Shockley, Local Management Board Director, on her 23 years of service to
- Dorchester County and congratulating her on her retirement;
- Daniel Page Insley to commend him on his 34 years of service to Dorchester County and congratulating him on his retirement.
- Eric Otey recognizing his 8 years of service to Dorchester County;
- Deputy 1st Class Stephanie Wolf; Deputy Eddie Hults; Morgan Harris, ECS; Ashley Schanken, ECS; Ciana Dean, EMT; Loreal Vaughn, 911 Lieutenant; Anthony Shaeffer, Paramedic; Ben Shannon, Paramedic; Juanita Darby, EMT; Kevin Bailey, Paramedic; Chief R J Helmer; and, Pam Thomas, EMT for saving the life of William Barrack, who went into cardiac arrest on December 2, 2022. (Photo Below)



COMMENDATIONS

(continued)

- Skye Adshead for being selected as Miss Outdoors; McKenna Mowbray for being selected as Little Miss Outdoors; and, Juan Colin for being selected as Little Mister Outdoors;
- Participants of the North Dorchester High School Senior Class Play;
- Trey Davis, Firefighter and EMT; Jamie Majors, Firefighter and EMT; Alex Shorter, Firefighter and EMT; Eddie Dean, Firefighter and Paramedic; Aiden O'Connor, Firefighter; Shyheim Dawson, Firefighter and EMT; Mike Marshall, Paramedic; Tom Oliver, Firefighter and EMT; Julie Schuyler, Firefighter and Paramedic; Barbie Lynch, EMT; Steve Mills, Paramedic, Firefighter II and Deputy First Class; Lieutenant Kyle Mitchell; Deanna DeShields, ECS; Danny Patchett, ECS; and, Abby DeCarlo, ECS for saving the life of Gretchen Dejter, who suffered an aneurysm on March 8, 2022;
- Briana Beulah for being named Teacher of the Year 2023-2024;
- Wendi Bleyer for being named First Class Teacher of the Year 2023-2024;
- Participants of the Cambridge South Dorchester High School Senior Class Play;
- North Dorchester High School Softball Team for winning the Maryland Public Secondary Schools Athletic Association (MPSSAA) Softball State Championship;
- La'Asia Todd, student, Cambridge South Dorchester, for winning the Girls Triple Jump A1 at the MPSSAA Track & Field State Championship; and,
- Tori Willis, student, Cambridge South Dorchester, for winning the Boys 300 Meter Hurdles 1A at the MPSSAA Track & Field State Championship.



THANK YOU