

# MARYLAND MILITARY INSTALLATION COUNCIL

Monday, September 25, 2023; 0800-1130

## Meeting Minutes

The second MMIC meeting of 2023 was conducted in-person at the state government building at 100 Community Place, Crownsville, MD. The session included introductory remarks, a report on the most recent military installation economic impact study, a status report from the MMIC Workforce Committee with briefings on the Southern Maryland 2030 and Hiring Our Heroes programs, plus updates from the Maryland installation and base commanders, and updates from the military alliance presidents. Total attendance was 70.

### Welcome Remarks

**Kevin Anderson, Secretary of Commerce and MMIC Chair** welcomed attendees and highlighted the impact of Maryland's military installations on the state's economy. The Secretary noted the recent economic impact study shows that the installations, with their tenant organizations, contribute significantly to the Maryland GDP, and that impact has grown consistently over the last 20 years. He also noted there are challenges remaining to make Maryland the best state for military service members and their families.

**Lisa Swoboda, Executive Director of the MMIC, and Senior Director of the Maryland Commerce Office of Military & Federal Affairs** welcomed attendees to the meeting, provided opening remarks with a review of the agenda, and recognized several of the senior attendees. Ms. Swoboda commented on the following:

- Pending government shutdown and impacts on the state could include defense labs working under defense capital funds, interruptions to PCS moves, counseling services, and more. She noted childcare services will be maintained for essential employees and existing contractors can provide services up until the contract amount but new contracts or extensions will not be granted.
- Defense contractors Booz Allen Hamilton and Northrop Grumman both opened new facilities in Maryland in the past couple of weeks; signs of continued DIB growth with expanded capabilities.
- A Navy veteran made international news after successfully receiving a heart transplant from a pig from the innovative University of Maryland Medical Center.

Lisa also acknowledged State Delegate Carl Jackson and State Senator William Smith, MMIC members, and offered Delegate Jackson (in attendance) to make some remarks.

Delegate Jackson thanked the State Speaker of the House for the nomination to MMIC and noted that he wants to support the council. Delegate Jackson noted that he had spoken to Senator Smith who was unable to attend the meeting but sent his regards.

### **FY21 Economic Impact Study of Maryland's Military Installations**

**Michael Siers and Ellen Bast of the Department of Commerce** presented results from the recent Maryland Military Installations Economic Impact Study, which was based on FY2021 data. They noted that Maryland is currently #6 among all states in overall DOD spending. The total economic impact from Maryland's 14 major military installations alone totals \$61.4B. They reviewed the study methodology

and input data requirements; and results in terms of jobs, employee compensation and overall economic activity generated, noting a 12.5% growth from the previous EIS based on FY2016 data. The study has been approved for public release and is available on the [Department of Commerce website](#).

Various questions were raised from attendees regarding the FY21 Economic Impact Study. They were as follows and answered by Dept of Commerce staff and leadership:

Q: Will there be a press release?

A: No, an official release was not approved, however, OMFA is happy to work with local communities on talking points for their installation.

Q: Is the economic model that was used to generate the data nationally recognized?

A: Yes, and one of two models that is widely used; Commerce uses IMPLAN

Q: How will the data be used?

A: There are opportunities for import substitutions and export retention. The report can help bring in new opportunities and prevent the loss of economic impact. It was noted that the total procurement data saw large gaps to Maryland businesses for some installations which can help direct our economic growth focus. There is in-state versus total procurement and job data.

The economic council will be looking at data like this when directing strategy and growth/expansion.

Noted that there were certain installations that had a drop in economic output because of the shift in spending away from Maryland vendors.

A comment was provided by the chair of the veterans caucus that the caucus is doing a tour of all federal installations in the state and will utilize economic impact data during the tours.

Q: Does this report capture new businesses or intellectual property coming out of federal installations?

A: Maryland has more federal labs than any other state in the nation. DefTech, run by TEDCO, supported by DoD funding that supports federal technology transfer, which drives innovation and opportunities connected with businesses. Oftentimes PLAs are not disclosed by businesses so we are not getting the full picture from that economic activity.

Important to grow and sustain that economic activity from technology transfer and capture that data. Maryland receives more research funding than any other place in the nation.

Maryland is number 1 in the nation for R&D based on our GDP. #1 in defense contracting as a percentage of GDP. #1 in academic contracting as a percentage of GDP (APL). All due to our installations.

However, Maryland has barely cracked the top ten in private investment and we need to start drawing that private investment from states like MA, CA. Asset rich and strategy poor.

The top contractor in Maryland is APL; often forgotten, puts MD far ahead in R&D, as does UMD. UMD/APL joining forces to work on space research.

### **Maryland Military Installation Commander Updates**

### **Aberdeen Proving Ground – COL Phillip Mundweil, Garrison Commander**

- The APG mission has not changed and includes four locations: APG North, APG South, Adelphi and Blossom Point.
- The installation hosts seven general officer headquarters and six Army Centers of Excellence.
- The Senior Mission Commander, MG Robert Edmonson, has been extended for a third year in command, which is good for continuity of operations and for a briefing to the head of the Army this year for funding requests.
- The garrison and tenant organizations continue to balance their workforce between office and remote, while trying to predict “the future of work.” 3,700 PhDs on APG that are interested and good fits for remote work.
- Tenant organizations compete for talent to fill technical jobs, while the garrison has difficulty filling support positions such as MWR pool lifeguards, security, first responders, maintenance, etc. Struggle with providing competitive pay, especially for lower level positions.

### **Fort Meade – COL(R) Brian Foley, Civilian Deputy to the Garrison Commander**

- Fort Meade has been selected by Association of Defense Communities as one of five “Great American Defense Communities” for 2023. Recognized partnership with the state of Maryland and other MMIC members as having an impact.
- Fort Meade growth continues and recognizes the importance of accurate tracking of economic impact data as well as the challenges with obtaining data from NSA. The on-post workforce is now approximately 62,000, which by population is the Army’s second largest installation after Fort Liberty (formerly known as Fort Bragg). Cyber Command and NSA are expanding and \$4B in new construction has been completed, and \$4B is on-going or planned. 17,000 employees are migrating from off-site locations to the east cyber campus.
- The Rockenbach Gate is now open and will become a major commuter artery for east campus; the Reese Gate is still closed for upgrade and expected to be complete by Spring 2024; the Cooper Road expansion has been approved; building a traffic circle at DISA HQ; and \$94M in new barracks construction is just started. Construction ongoing on a \$100M joint operations facility for special operations command.
- The installation faces continued challenges in hiring. The garrison is experienced a 25% turnover rate this year with 89 new employees replacing 91 employees lost. The greatest need is in security and childcare workers. A hiring event for childcare workers is scheduled for 25 October and first off-post hiring event on 23 November at the Millersville library. There will be a hiring event for on-base security personnel on 2 November.
- A Retiree Appreciation Day is scheduled for 27 October at the McGill Training Center with the Governor in attendance.

### **Coast Guard Yard – CAPT David Obermeier, Commanding Officer**

- Coast Guardsman will not be getting paid during the government shutdown.
- Infrastructure remains the biggest challenge for the Yard which has a \$60M unfunded requirement to dredge and add a floating dry dock to enable maintenance on some of modern vessels in the fleet. Current budget does not look like it can support that requirement.
- Workforce challenges continue in the trade fields. 50 people above attrition due to summer hiring events but most are junior and require training. The Yard is coordinating with Aberdeen Proving Ground on a wage-grade survey. Paying competitively and competing with DC for workers.
- FMS program refurbishing vessels for foreign partners, an investment to Maryland via the Yard.

#### **Naval Support Facility Indian Head – CAPT David Wilson, Commanding Officer NSA South Potomac**

- The Marine Corps Chemical Biological Incident Response Force (CBIRF), stationed at NSF Indian Head, will convert to an Army unit over the next few years, but will retain the same incident response capability and will remain stationed at Indian Head. Will bring another 150 personnel on base starting next month.
- Privatizing utilities on base but cannot share who is bidding due to NDAs.
- Police force is the only civilian force in the Navy. NSF Indian Head recently received approval to offer higher salaries to security guards which brings them in line with other services; also approved bonuses for entry level police officers.

#### **Naval Air Station (NAS) Patuxent River– CAPT Douglas Burfield, Executive Officer**

- NAS Pax operates three airfields: the main installation and Webster airfield in St. Mary's county, and one at the Navy Recreation Center at Solomons. 25,000 commuting on/off base with 64 tenant commands.
- 14 openings for police officers with bonuses but no salary increase.
- Privatizing utilities for water supply and wastewater; already privatized electricity 10 years ago.
- Currently breaking ground on a new air traffic control tower at Webster.

#### **Naval Support Activity Bethesda – CAPT Alan Christian, Commanding Officer**

- NAS Bethesda receives 10-12k visitors a day and has over 40 tenant activities, the most prominent being the Walter Reed Military Medical Center. Smaller base with larger economic impact.
- Construction continues on expansion of WRMMC, which continues to be the military's top medical center.
- Echoed other commanders' issues with hiring, particularly when it comes to on-post security guards.
- The Uniformed Services University offers 4-year medical degrees, plus other masters and doctoral degrees, and offers residency training at Walter Reed and other schools. Accepts civilian students as well.

#### **Naval Support Activity (NSA) Annapolis – CAPT Christopher Schwarz, Commanding Officer**

- NSA Annapolis had a change of command in July, with farewell to CAPT Denius, and welcome to CAPT Schwartz.
- With the Naval Academy as a major tenant, the installation receives two million visitors per year.
- Zoe Johnson, Community Planning Liaison Officer for NSA Annapolis provided an overview of the installation's efforts to address coastal flooding from sea level rise and extreme weather events and of the partnership with the City of Annapolis and the state, and is working with those partners on several resilience projects.

#### **Joint Base Andrews – Col. Gage Bryson, 316<sup>th</sup> Vice Wing Commander**

- There are 84 additional federal agencies besides the White House in the NCR that require a large airfield. Host the AW139 fleet and are receiving 40 new airframes and noted new construction for the hangers for these airframes. JBA will be housing 24 U.S. Coast Guard aircraft on the base.
- JBA is experiencing the same hiring challenges as the other installations. One of three child development centers is closed due to staffing shortages. Doing hiring fairs to address the issue and they are authorized to give CDC workers free childcare tuition for first child and second child at 50% rate. 11 civil engineer position vacancies; only 3 have been filled in the past year. As an

anecdote, Col. Bryson noted four months to obtain a licensure in Maryland, but only three weeks for the same licensure in Virginia. MDVA Secretary Woods noted that all states must comply with the federal licensing policies.

- The change of command ceremony for the new Air Force Chief of Staff will be at JBA.

**Naval Surface Warfare Center Carderock – Ms. Charlotte George, STEM and Outreach Program Director**

- At a change of command ceremony in May, CAPT Tardy replaced CAPT Hutchinson.
- NSWC intends to continue educational outreach with their popular STEM activities and the Human-powered submarine races. STEM outreach program focuses on K-12 outreach. Workforce grows 5% each summer through internships and faculty programs with 25 paid internship positions for high school students (70% Maryland students). New program with Montgomery County called Summer Rise for rising MCPS juniors and seniors to participate in career-based learning opportunities over the summer.

**Maryland National Guard – Not represented**

**Fort Detrick – Not represented**

**Army Corps of Engineers – Not represented**

**Networking break 9:40 – 10:00**

**MMIC Workforce Committee Update**

**Amy O’Donnell, Program Director for the Navy and CG; staff support to the MMIC Workforce Committee** presented the status of the five workforce related teams efforts in support of the installation’s and their communities workforce needs. A status on the (1) workforce attraction, training, and retention, (2) veteran retention and employment, (3) spousal license transfer and employment, (4) housing in proximity to installation communities and (5) childcare was provided. Included was a brief discussion of related efforts occurring in communities and other state agencies related to the five areas. A request in the attached presentation was made from the teams to the installations as well as communities for support in the five areas.

**Southern Maryland 2030: A Workforce Partnership with the Navy**

**Bonnie Green, Executive Director, The Patuxent Partnership** described this multifaceted program to develop workforce talent and instill a desire to serve. The Southern Maryland Navy Alliance has worked for 4 years to achieve funding. Highlights from the program can be found below.

- Apprenticeship program called Tech Jobs Rule in partnership with St. Mary’s County, NAWCAD, and TPP for on- and off-base apprenticeships paying \$15/hr with many apprentices hired by companies and the Navy after the completion of the apprenticeship.
- Paid internship program over the summer, also interning on- and off-base; received 156 applications and accepted 41 interns with 40+ companies participating.
- TPP is working with the MAC to expand the program into Charles County.
- Spark Career Awareness Fairs introducing middle and high school students to careers with the DoD; one fair focused on the Navy with 440 students from all three SoMD counties in grades 11 and 12 participating.

- CSM hosted an engineering summer camp for 42 students from all three counties but looking to grow to include Anne Arundel County students.
- Building out a cybersecurity lab in Leonardtown due to Calvert Cliffs and Cover Point facilities not being open for apprenticeships.
- Youth in Aviation program tied to Tuskegee institute teaches avionics and students can get a pilot's license.
- Transportation in SoMD remains a challenge and limits opportunities.
- Introduced companies to the MD Technical Intern program.
- Growing partnerships with CSM and will be focusing on early childhood education as well.

### **Hiring Our Heroes: A U.S. Chamber of Commerce Foundation Program**

**Allison Chamberlayne, Director of Operations** described how this program connects service members, spouses and veterans with businesses that need their skills. In essence it is a skill bridge program for E4 to O6 ranks, with hiring events and a fellows program. The employers who participate are looking for military spouses and veterans, and offer their own programs for mentoring and career development. DoD is paying the stipends for spouse participation for the 12-week program and serves all 50 states. Coast Guard Yard and retiree spouses also qualify. Employer partnerships with Amazon, Comcast Universal, and others are recruited via grassroots efforts with both large and small companies participating. Specialty programs include Google's career forward program with a learning pathway via Coursea courses and employment support upon completion. Military Spouse Program is a spotlight of DOC and sees it as a retention tool for DoD.

### **State Agency and Military Alliance President Remarks**

#### **Army Alliance (AA) – Mike Ray, President**

- New to position (two weeks) and thanked Secretary Anderson for speaking at recent Alliance dinner.
- The Alliance is supporting Harford County to pursue grants to establish a regional bio-manufacturing hub.
- The Alliance works to inform elected officials of APG issues, and is currently coordinating a congressional staff visit before year end.
- A Defense Technology and Intelligence Job Fair is scheduled for 3 November.
- The Alliance annual breakfast is scheduled for 30 November.

#### **Fort Detrick Alliance (FDA) – Christy Butler, Executive Director**

- A regional technology showcase, co-sponsored by the Fort Detrick Alliance and the Frederick Innovative Technology Center (FITCI) is scheduled for this Wednesday, 27 September. MRDC speaking at event and highlights tech transfer successes with FITCI companies.
- The Alliance will sponsor a quarterly networking breakfast on 18 October, with a speaker and focus on workforce recruiting, development and retention. Fulton Bank is speaking on their diversity program to target underserved communities and veterans interested in starting new businesses; will also have Frederick and Washington counties as well as representatives from the State to talk about workforce programs available to companies.
- Other events include the BioInnovation Conference on October 30th, a biohub recruitment expo with 80 businesses participating and AUSA national conference on October 9th - 11th, and Harvest Festival at Fort Detrick on October 27th.

**Maritime Technology Alliance (MTA) – Bob Keene, President**

- The MTA has established a partnership with a non-profit that supports the Port of Baltimore in recruiting Baltimore City students as a workforce pipeline for the Coast Guard Yard.
- The MTA continues to support the Coast Guard Yard in securing funding for dredging and a new dry dock.
- Continued STEM program with Carderock. 8 or 9 students from Baltimore City via Lets Go Boys and Girls being supported by MTA. Working with Carderock too on a new ship design facility
- Restructuring board of directors to increase effectiveness and efficiencies.

**Military Alliance Council (MAC) – Steve Mitchell, President**

- Had tours/briefings for Maryland’s new federal delegation in August.
- The MAC continues a breakfast club with elected officials and NSA South Potomac/NSF Indian staff every other month.
- The MAC is also supporting industry outreach events including an outreach event in October, and supporting a NSWC IH industry event focused on construction of facilities.
- Lisa thanked the MAC for identifying security/safety issue with the gate at NSF Indian Head and that these concerns will be addressed with MDOT.

**Fort Meade Alliance (FMA) – Tim O’Ferrall, Executive Director**

- 2023 is the FMA 20<sup>th</sup> anniversary on 3 October.
- The FMA “Stars in Service” gala fundraiser is scheduled for 21 October at the Arundel Mills Live casino. 450 attendees are expected.
- An FMA-sponsored “Key Leaders Series” is scheduled for 27 October with Lt. Gen. Haugh, Deputy Commander for USCYBERCOM, as speaker.
- FMA continues its popular “SCOPE” program, which informs 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> grades about defense career paths and the need to qualify for personal security clearances.
- Techmania Day, with 180 high school students and FMA member companies is scheduled for 1 December.
- Funding has been secured to expand the Kuhn Hall Resiliency Center remote network by adding four additional kiosks.
- The FMA will soon be launching a career transition program for new or recently retired service members and spouses. Believe it could be a program other installations can participate in and replicate. Will also announce new funded positions to support these efforts.

**Southern Maryland Naval Alliance (SMNA) – Not represented**

**Andrews Business & Community Alliance (ABCA) – Not represented**

**State Agency Closing Remarks**

**Department of Planning – Rebecca Flora, Secretary** no comments provided.

**Veterans Administration – Anthony Woods, Secretary** commented that we need to assist those transitioning out of service, and push support to military families. Noted that last year’s claims acceptance rate from their Veteran Benefit Service was 94%. Provided notice of upcoming efforts around Veteran Suicide Prevention in coordination with the Maryland Department of Health, including a best-practices sharing forum anticipated near Veterans’ Day.

**Department of Commerce – Kevin Anderson, Secretary** highlighted that high levels of employment are increasing the challenge to fill the roughly 180,000 employee vacancy gap Maryland is experiencing statewide and announced joint efforts with the Department of Labor to focus on Workforce attraction. Commended the installations and the alliances for their efforts in helping to address these issues in their local communities.

**Lisa Terry, Howard County Veterans Coordinator** noted a first-ever veteran-owned small business and entrepreneur appreciation week within Howard County, with a flyer available.

### **Conclusion**

Ms. Swoboda thanked those in attendance for participation and adjourned the session at 11:30 am.

### **Enclosures:**

MMIC Agenda 9.25.2023

MMIC Slides 9.25.2023

MMIC Attendee List 9.25.2023